

Commonwealth Communiqué

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Thanks!!!

By Gov. Paul Patton

Almost eight years ago I came into the Office of Governor with arguably more experience working with public employees, at both the county and state level, than any governor in recent history. Knowing the importance of our workforce, one of my first actions as governor was to elevate the Department of Personnel to cabinet status. There is no other element of state government more important than our employees.

Like many others, I was frustrated with a compensation system that had not been substantially updated since the early 1980s. It was unbelievable to me that employees who were classified as long-term seasonal worked eleven months a year for year after year, and did not have merit status or full-time benefits. And, I agreed with all those state employees who told me that there was a "good ole' boy" system that allowed only a select few to know when vacant jobs were to be filled.

From my first day in office, I began working to change our personnel and compensation systems to make them fairer and, together with the Personnel Cabinet, instituted the first major review of our personnel system in almost two decades.

As my term is coming to a close, I often find myself thinking back eight years to what I had hoped to accomplish, and comparing that with the actual accomplishments of my two terms. Since this will be my last article in the Communiqué, I thought it would be interesting to share with you my thoughts about those issues related to state employees.

Pay increments: 5% for six straight years

During my first term, I was able to craft budgets that included a 5% annual increment for state employees. This meant four years in a row in which state employees received a 5% increment. No other Governor had provided the 5% annual increment for all four years of a term since the 5% increment was placed into statute during the early 1980s. My Budget for the first two years of my second term also contained a 5% annual increment.

Unfortunately with major budget deficits over the past several years, we were not able to provide a 5% annual increment in the 2003-2004 budgets, but we did include a 2.7% annual increment. (In 2004 the increment was \$1,080 per employee, an average of 2.7 percent.)

I am very proud of providing 5% increments for six of my eight years in office and believe that is a major factor in getting state wages more in line with the private sector. When I came into office, the average state salary was \$27,242. As of Nov. 1, 2003, that average salary has increased to \$36,183. That is a 32.82% increase, which has outpaced cost-of-living increases during that same time period by almost 2 to 1. For the 16,924 current employees who were working for the state when I became governor, wages have gone up 69.6%!

Compensation evaluated

Before the end of my first year in office, I worked with the Personnel Cabinet and commissioned a major evaluation of our compensation system. As a result of this evaluation, we discovered that one-half of the workforce was assigned a pay grade for which the beginning wage was less than the fair market value of the job; some as much as five grades too low. We have managed to raise the grade of all these jobs to only one grade below where it should be, but one of the greatest disappointments that I have had is I could not completely eliminate this inequity.

One of the fundamental problems was that there was no systematic way to increase the entry-level wage of grades to keep up with inflation.

As a result of the findings of that evaluation, I issued Executive Orders over the past four years which vastly improved our compensation schedule. Those improvements include increasing the entry level wage of all pay grades by 7.4% effective July 1, 2000, by 6.67% effective July 1, 2001, by 2.7% effective July 1, 2002 and by 2.463% effective July 1, 2003. This equates to entry level wages that are almost 20% higher than they were five years ago, and this makes us more competitive in hiring and retaining high quality employees.

Empower Kentucky created

Perhaps the most heralded initiative of my terms in office was the creation of Empower Kentucky. This initiative sought to streamline work processes and integrate technology into those processes to allow employees to work smarter and accomplish more. One of the major successes of Empower was the funding of a Personnel Cabinet effort to create an on-line register system.

Instead of copying applications – literally hundreds at times – and sending them to agencies with a register, the Cabinet now transmits all that information electronically. This greatly improved the hiring process and decreased the time it takes to quickly hire individuals into essential positions, such as social workers, prison guards, patient aides, and nurses. Every employee who works in a personnel-related job will tell you that this is the most important improvement to occur in decades.

Open job postings

During my first year in office I heard many complaints that the hiring process was secretive, and that employees often did not know a vacancy was being filled until the new person walked in the door. As a result of this, I directed the Personnel Cabinet to find a way to "post" all job vacancies so that ALL employees and other interested persons, not just a favored few, would know about the vacancies. We now post vacancies for 10 days for the entire world to see, and it has become a normal part of the personnel process.

Job categories decreased; fair treatment increased

During my first campaign for Governor, every time I traveled to a certain part of the state, a state employee would talk with me about the fact that she had worked for the state eleven months a year for the past five or six years and did not have merit protection or receive benefits. When I asked our Personnel Secretary about this, she explained the nine (yes, I said nine) categories of employment that existed in state government.

In my opinion, it was simply unfair for people to work as full-time employees, for all practical purposes, but not have merit protection or receive benefits. As a result, I worked for the passage of HB 727 in the 1998 Session of the General Assembly. This Bill decreased the categories of jobs in state government from nine to three. The bill abolished categories such as less than nine month seasonal, nine month or more seasonal, part-time working less than 100 hours per month, part-time working 100 hours or more per month, emergency, and temporary categories.

It also placed those long-term seasonal employees and part-time employees working 100 or more hours per month (most of whom were working full-time) into full-time positions with merit status and benefits. In essence, this provided for fair treatment of many employees who had, for all practical purposes, been full-time employees for years, but who had not received the benefits of full-time employment.

Workforce diversity

Of all the achievements during my terms as Governor, perhaps the one closest to my heart is our success at diversifying the workforce. I have often said that we, as a state, will never reach our full potential until every citizen has the opportunity to reach his or her full potential. With this in mind, my administration achieved diversity in the workforce, both in the merit and non-merit ranks. We have now exceeded our goal for minority employment for the past eight consecutive six-month reporting periods.

No other administration in the history of the Commonwealth has met this goal for even two consecutive six-month reporting periods. And we wanted to be sure minorities could move up into management, so we emphasized the Minority Management Training program. The Commonwealth has benefited from this diversity, which has resulted in the face of state government looking more like its citizens.

In addition to just meeting minority hiring goals, I wanted state government to have the advantage of having women and persons of color serve in positions in which they had never before served. To that end, I appointed two women to serve as Secretary of the Governor's Executive Cabinet; five African Americans to my cabinet, an African American to serve as Commissioner of Insurance, one of the most powerful regulatory positions in state government; an African American to serve as State Police Commissioner and later as Secretary of Justice; the first female District Highway Engineer; a female state trooper as head of a State Police Post; and more African Americans to university boards of regents than any governor in history.

African Americans now chair the boards of the University of Kentucky and University of Louisville. In addition, during my first two years in office, I appointed more women to judgeships than the combined total appointed by my three predecessors. I also appointed the first African American woman to a Circuit Judgeship.

These are certainly not all of the historic appointments made during my terms, but they are the ones I recall off-hand. If it sounds like bragging, it very well may be because I am profoundly proud of all of these appointments.

Other accomplishments

I saw to it that talented people were appointed to key positions and we worked hard for eight years to tighten up regulations and statutes to make sure that employees in the same or similar circumstances were treated the same.

A prime example was the promulgation of an Inclement Weather Regulation which provides employees the ability to "make up" time missed from work as a result of severe weather without it affecting their paycheck during the pay period they missed worked. Agencies cannot now treat employees differently with respect to this issue.

And, we made sure that employees had all the information available to them to know what their rights and responsibilities were. There is now information posted on the Personnel Cabinet's Web site that even Cabinet Secretaries had difficulty obtaining in previous administrations. Employees can view not only vacant job listings, but also benefits schedule, pay information, benefit information, regulations that relate to personnel, information about training opportunities and much more. The Personnel Cabinet made sure that its process was open and that employees had the opportunity to become well informed employees.

Another disappointment is that I did not get the General Assembly to grant to state workers the same right that it guarantees to workers in the private sector and that is the right to be represented by a labor union if they want to. I have granted employees this right to the extent I can but it still is not absolute and it is not permanent.

Even though we didn't accomplish all I would have liked to, this has been a rewarding eight years for state employees. I

am extremely proud to have been your governor and to have had the opportunity to know and work with so many fine public servants. I wish you continued success in your careers and hope that you are as proud of being a public servant as I have been.

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Dear State Employees

A message from First Lady Judi Conway Patton

As the time nears for me to return to Pikeville, I wanted to use this opportunity to thank you for your support of my projects and for your dedication to the citizens of the Commonwealth. Being First Lady has been such an honor for me, but getting to know and work with so many of you has been an unforgettable experience. I would like to take this opportunity to list some of our incredible feats over these last eight years.

- Hundreds of state employees worked on two inaugurations, eight Derby celebrations, eight Christmas tree lightings, six Celebrations of Hope and other functions of state, giving of their time, skills and creativity to prepare for these events.
- Thousands of state employees joined me as we petitioned Congress with over 26,000 signatures asking for additional funds for breast cancer research. Your willingness to lend your names to this effort made me the only first lady in the country to have the support of state government employees in this endeavor.
- Hundreds of state employees joined me again to support breast cancer research by participating in Denim Day. Because of your generosity, we sent over \$20,000 from Kentucky state government employees to the Susan Komen Foundation.
- Each year hundreds of state employees joined me in state government's efforts to raise money for the March of Dimes. Your generosity and time in this effort truly were representative of the slogan, "Saving Babies Together."
- It was my joy each holiday season to welcome you to the Open House at the Executive Residence. Your generous donations of canned goods and money provided those less fortunate in the Frankfort community with a better holiday.
- As I worked to better the lives of women and children in the Commonwealth, in offices across state government there were so many of you who worked to support these efforts. Together we have done remarkable things to secure the welfare of individuals whose voices are not often heard in the halls of the Capitol.
- And lastly, to those state employees who opened their hearts and homes to children through adoption, I salute you. You fulfilled the dreams of children who so desperately wanted a home and a loving family. You are my heroes.

As I have worked beside you and with you, I have said the employees of Kentucky state government are an incredible group of human beings. I am richer for having the experience of witnessing firsthand your abilities and kindnesses.

My best wishes always,

Judi Conway Patton First Lady of the Commonwealth 1995-2003

Editor's note: Included on the "full page" is the portrait of First Lady Judi Conway Patton that is part of the Commission on Women's Kentucky Women Remembered Project.

The project honors 39 women for their accomplishments, and their portraits are on exhibit in the front west wing of the State Capitol. The First Lady's portrait, created by Alison Davis Lyne, honors her for tackling such issues as domestic violence, child abuse, and breast cancer

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There are Heroes Among Us: Special Recognition for Veterans

Editor's Note: "There Are Heroes Among Us," a feature article in the December 2002 issue of "Commonwealth Communiqué," recognized state employees who are veterans or who are currently serving with the military. With this second annual recognition, "Heroes" has become an annual feature of "Commonwealth Communiqué," and will be published each year in the issue nearest to Veterans Day.

Because a list of employees who are veterans or who are currently serving with the military is not kept anywhere in state government, Communiqué issued an invitation in January 2002, and in subsequent issues, for employees to submit their names to the editor. Names were received from employees themselves, and from employees' friends and family members. In many agencies, communications office staff took on the task of compiling a list for their agency. It is regrettable that this approach is sure to miss some employees. Please be assured that you are included in the spirit of the recognition even if your name is not on the list. If you are not listed, and would to be included in the future, please submit your name to MargaretA.Harney@mail.state.ky.us.

Agriculture

Gerald Ketterman, Air Force; Dr. Cristopher (Cris) A. Young, Army Reserves

Asst. Commonwealth Attorney

Gary Adkins, 21st Judicial Circuit

Attorney General's Office

John Dorsey (Ret), Army

Auditor of Public Accounts Office

Phil Bezehertny, Army; Rejeena Hadley, Army; Kurt Hummel, Army; Mike Cochran, Army; Gerald Hoppmann, Navy; Gary Jones, Marines

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Mike Scott, Navy

Education Professional Standards Board

Allison Weber

Executive Branch Ethics Commission

Thomas Bishop, Air Force; Andy Crocker, Navy

Cabinet for Families and Children

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Skean, Richard G. Kiser, Ray McGuire, Mike Jennings

Finance and Administration Cabinet

Army

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Army Reserve

John Steffen, Armond Russ, Ray Peden, Donald Morse, Tim Phelps, Mike Gustafson, Steve Yount

Women's Army Corp

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Army Nurse Corp

Doris Howe

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Army Corp Of Engineers

Steve Sharp

Air Force

William C. Creech, Judi York, Richard Upchurch, Robert Wright, Jim Maggard, Mike Burnside, Jim King, Ken Houpp, Glenn Bumpous, Don Morris, Dan Crocker, Lou Karibo (Air National Guard also), David Nally, Bob Gibson, Henry Pullra, Joel Benoit, Dale Hickman, Mike Burnside

Air National Guard

Richard Szatkowski, Keith Bohart

Coast Guard

Tom Wantuck

Marine Corps

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Marine Corp Reserves

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Navy

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Commission on Human Rights

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Department of Insurance

John L. Mullins

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Justice – Department of Corrections, Blackburn Correctional Complex

Fonseca (Fonzie) Welch

Justice – Department of Corrections, Green River Correctional Complex

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Justice – Department of Corrections, Luther Luckett Correctional Facility, Northpoint Training Center Army

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Justice – Department of Corrections, Kentucky Correctional Institution for Women

Ralph (Tom) Dailey, Army

Justice – Department of Corrections, Kentucky State Reformatory

Kathy T. Ruble

Justice – Department of Corrections, Bell County Forestry Camp

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NREPC, Department of Surface Mining, Field Service

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Madisonville: Charles Menser, Howard Shanklin Middlesboro: Fred Buckner, Ricky Curnutt, Benny Johnson, Tim Kelley, Jack Lewis, Richard Pirani, William Vanover, Mike Warren Pikeville: Ronnie Thompson Prestonsburg: Danny Clark, Eddie Ditty, Jim Hill, Michael Osborne, Larry Ratcliff, Randall Smith

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NREPC, Division of Air Quality

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NREPC, Division of Water, Frankfort

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Army; Jim Sproles, Army

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Navy (Includes Reserves)

Tim Ball, Jerry Clark, Lawrence Clark (Retired), Jimmy Duncil, Wayne Edwards, Patricia Hedges, Mike Henry, Darron Holliman, Crandall Hurt, Alan Lacy, Jason Lovins, Albert Mabry, Richard Miller, Lonnie Moert, Steve Morris, Betty Sorenson, Charles Sparrow, John Spellacy, Nellis Willhite, Kevin Wiloughby, Maurice Walker (Retired), Eric Wolford, Rob Wood

Air National Guard

Daniel McKinzie, Tennessee Air National Guard; Lanny Jewel, Leonard Johnson

Coast Guard Reserves

Robert Kirk, Wayne Mayfield, Joe Nauert, Joe Williams

Tourism Development Cabinet

Ronald Reed, William Brooks, Michael P. Inman, Allen Thompson, Charles Walz, Coast Guard (Retired) – Kentucky Fair and Exposition Center

Army

Jude Clark, Jim Dickerson, Bobby Clark, Pete Clemmons, Widmer Harmon, Stephen Meyer, Ron Reed, Leonard Skaggs, Robert Myers, Eugene Cooper, Phillip McCord, Clay Cable, Jeff Turner, Isaiah Wilson, James Hendricks, Chris Evans, David Martin, Nick Edmonds, Robert Russell, Thomas Bowell, Charles Browder, John Troxell, Johnny Betts, Sam Flora, Reva Grantham, Chris Evans (Reserves)

Navy

Michael Ross, Gene Lay, Brian Goodwin, William Leslie, George Atwood, Roy Foster

Air Force

Allen Thompson, Frank Phillips, Dean Sapp, William Suarez, Cortel Chaney, Natalie Dann

Marines

William Farmer, Bryan Martin, Jeffrey Reeder, Mike Wells

Transportation

Department of Highways, Division of Traffic, Frankfort

Marvin Crain, Jack Ledford, Bob Little, Mike Marlin, Cass Tom Napier, Joe Rogers, George Stathis

Army (Includes National Guard and Reserves)

Jim Miracle, Bridge Design, Frankfort; Joseph L. Atwill, District 1; Daniel Brown (Retired)., District 9; Harold “Johnson” Broughton District 11, Knox Co.; John Callihan, District 5 (Chaplain); Calvin James Covany, Fleet Mgmt.; Richard B. Davis, District 1; Mark Dicken, Veh. Enforcement; Paul Dublin, Veh. Enforcement; Steve Edwards, District 5; J. Larry Fields (Retired) Admin. Services; Kenny Fogle, Highways; David Franke, Planning; Robert (Anthony) Gaines, District 8; James W. George, District 2; Kent Glenn, District 7; Thomas Griffin, Vehicle Regulation; Ernest Hardin, District 4; Chuck Hines, Kentucky National Guard; Marie Lee, District 8; James LeFevre, District 1; Jim Lile, Construction; John Linkus II, District 101; Jeremiah Littleton, District 9; Robert Stephen Mattingly, District 9; Sherri McKinney, Motor Carriers; James Miracle Jr., District 11; Michael Neal, Licensing ; Nathan Olin, Veh. Enforce.; Earl Peace, District 11; Robert Pennell, Operations; Cecil Phelps, District 8; Chris Poe, District 5; James Prewitt, Veh. Enforce.; Keith Rains, District 11; Gene Riley, Equipment; Kevin Rogers, Veh. Enforce. ; Michael Rogers, District 10; William C. Rucker, Equipment; Ricky Runkle, Materials; Joseph Schuler, District 8; Michael Siler, District 11; Richard Smith, Vehicle Enforcement, Scott Co.; John Spicer, Kentucky National Guard (Fleet Mgmt.); Daren Thompson, District 4; Stephen Thompson, Veh. Enforce.; Jason Ward, District 2; Johnny Wyatt, Toll Facilities; Terry Houchin, District 5; Russell Clem, District 5; Bob Garms, District 5; Thomas Carrico, District 5; Paul Haywood, District 9; Woodrow (Woody) Conley, Ashland; Morris (Reed) Hayden, Multimodal Programs

Air Force (Includes Reserves)

Marcus Avery, Veh. Enforce.; Marc Clark, Quality; Harold Dawson, (District 5); Rondal C. Wilson, (Toll Facilities); Marsha Ball, Veh. Enforce., Indiana Air Guard

Navy (Includes Reserves)

Jacob Bell III, District 5; Anthony (Tony) Downs, Equipment; Mark A. Westfall, District 12; Paul (Tim) Gilbert, Veh. Enforce.

Marines (Includes Reserves)

Scott Crigler, Veh. Enforce.; Richard Deters, District 6; John White, Veh. Enforce.

Coast Guard

William Rein, Veh. Enforce.

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Department of Veterans Affairs, Eastern Kentucky Veterans Center

Paul Allmond, Army; Jerry Bailey, Air Force; Gary Combs, Army; Veronica Hagen, Army Reserve; Greg Hall, Army – Active in Reserve; Stephanie Howard, Navy; Wade Lindon, Army; Ronnie Miller, Marines/Army; Orville Shepherd, National Guard

Department of Veterans Affairs, Thomson Hood Veterans Center

Gregory Allen, Army; Bill Anderson, Army; Larry W. Benton, Navy; Ron Buckreis, Navy/Marines; Thomas Cecil, Air Force; Gabe Collett, Army; Fred Fyfe, Navy; Kenneth A. Hair, Army; Ken Hamilton, Air Force; William James, Air Force; Don Johnson, Army; Jerry Jones, Army; Wayne King, Army; Dan McSpadden, Marines; James McSpadden, Marines; John Ostroske, Army; Charles Parson Jr., Navy; Paul Prince, Marines; Bruce M. Ross Sr., Army; David Schroader, Air Force; Donald Smith, Air force; Eli Smith, Army; Diana Spring, Army National Guard; Deborah Starks, Air Force; Tony D. Stinnett, Chaplain Services, Air Force; James Vannoy, Army; Gary Woods, Army

Department of Veterans Affairs, Western Kentucky Veterans Center

Samuel E. Beeny Sr., Chaplain, Army; Renita L. Duff, Navy

Workforce Development Cabinet

Steve Jones, Marines; Brad Sisk, Army Reserves; Barry Symons, Army and National Guard; Russell Lunsford, Bobby Weddle, James Clark, William Bradley, Bobby Phillips, Spencer Meredith, Jack Earls, Rondal Sears

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State Employee among first to join Women's Army Corps, group created during World War II

By Margaret Davis Harney, Personnel Cabinet

As director of the Vest-Lindsey House, in Frankfort's historic Corner in Celebrities neighborhood, Helen Evans is employed by the Historic Properties division of the Finance and Administration Cabinet. That's fitting employment for a woman who is herself a part of Kentucky's – and the nation's – history.

In the summer of 1942, at the height of World War II, Evans was in the first group of Kentucky women selected for officer candidate school in the newly created Women's Auxiliary Army Corps, which became known as the Women's Army Corps, WAC, in 1943. She served as a captain from 1942 until 1946, and her assignments included France and Germany, as well as the states.

At the time she joined the WAC, Evans was young Helen Horlacher, a recent college graduate and new teacher. She graduated from the University of Kentucky's College of Home Economics, now the School of Environmental Sciences, in 1941. When she graduated, she was already teaching high school home ec classes in Versailles, a position she had assumed during her senior year of college.

It was while listening to the radio with two other teachers from Versailles that Evans heard of the new program, which was meant to free more men for combat by training women for non-combat duties. Evans and her friends had to drive to both Louisville and Lexington for interviews. Fortunately, one of them had a car.

On the day Evans received the telegram accepting her into the WAC, she also received a telegram offering her a position as a graduate assistant at Northwestern University. She chose the WAC. Ironically, her decision to join the military did not mean her education in home economics would be wasted.

Because Evans was among the first group to receive training in the new WAC, all officers and instructors during her training were men. After she was trained, she helped establish a WAC training center, where she taught classes on food. She also became an inspector of all WAC mess halls (dining facilities) in the states, and later in Europe. In Germany, it was her assignment to feed her country's German prisoners of war. She is also credited with establishing the WAC Menu.

In the beginning, the military provided the women's units with the same type of food and the same amount of food per person that was provided to the men. This meant the women were receiving too much food, although they weren't receiving enough of the foods they preferred, such as fruit. During her inspections of almost every WAC unit in the country, Evans completed a survey to demonstrate that the women had different dietary needs. As a result, the WAC menu was established in 1944.

Evans left the military in 1946. "It never occurred to me to remain in the service and make it a career," she says. She was a product of her time and culture and its expectations of women, she adds, but she has other advice for today's young women. "I absolutely would recommend military service as a career. The primary reason is that you have the opportunity to aid and assist other people, but you also have many opportunities to learn, travel and meet people you would never meet otherwise."

Shortly after leaving the military and returning to Kentucky, Evans learned that trainers were being hired to train schools on the new GI Bill, a federal program to provide educational benefits for veterans. She became one of Kentucky's five senior training officers, the only woman in the state to hold the job. She quit in 1948 when she married.

Evans and her late husband had two children, a son and a daughter. When the children entered school, she began working occasionally as a substitute teacher. She also became a "professional volunteer," she says, and later joined KET, Kentucky Educational Television, to develop its volunteer program. She also became active in the General Federation of Women's Clubs, at both the Kentucky and the national level.

Much of her volunteer work reflects the interest Evans has maintained in the military, especially her interest in obtaining care and recognition for veterans. She volunteers at Veterans Administration hospitals, and is actively involved in several projects that memorialize veterans and preserve their history.

She is currently national co-chairperson of the D.A.R. (Daughters of the American Revolution) partnership in the Veterans History Project, a project of the American Folklife Center of the Library of Congress. The project includes taping interviews with veterans to preserve their stories – their oral histories. She is also National Defense chair for Kentucky D.A.R.

Evans was Kentucky's representative for the establishment of the Women in Military Service for America Memorial. The Women's Memorial was dedicated on Oct. 18, 1997, and is located at the ceremonial entrance to Arlington National Cemetery in Washington, D. C. Evans continues to work to find women who are eligible for listing in the Women's Memorial registry, which currently includes only 13 percent of the more than two million women who have served, or are now serving, in the military.

She also served on Kentucky's planning committee for the 50th anniversary of World War II. She personally commemorated the event with a trip to Normandy, France, site of the 1944 invasion that led to the liberation of Western Europe. Recently, Evans was appointed to serve on one of Lexington's two Selective Service boards, her first such appointment.

She has also contributed personal items to military history exhibits. One of her uniforms is on permanent exhibit at the Kentucky Military Museum in Frankfort. She contributed a photo of a group of WACs to the permanent exhibit at the Kentucky History Center; the photo includes three Kentuckians.

Evans has worked full time in state government since 1975. When she took a job at the Vest-Lindsey House, she planned to "just get the program started," she says. "But I'm still here and I love it. I think everyone needs to have something to do when they retire, and I'm doing what I want to do. I still have time for my volunteer work between 5 p.m. and 10 p.m."

In recognition of her many contributions to society, she was inducted into the UK School of Environmental Sciences Hall of Fame in 2002.

Evans obviously enjoys life – and she even finds pleasure in her commute to work. A resident of Lexington, she drives 421 into Frankfort everyday, a scenic drive she says she enjoys because there's always something different to see.

More information

For more information on programs mentioned in this article, visit the following Web sites:

- Women's Army Corps Veterans Association: <http://www.armywomen.org/>
- GI Bill: <http://www.gibill.va.gov/>
- Veterans History Project: <http://www.loc.gov/folklife/vets/>
- Women in Military Service for America Memorial: <http://womensmemorial.org/>
- Selective Service System: <http://www.sss.gov/>

For more information on the Vest-Lindsey House, go to communique.ky.gov/december/vest-lindsey.htm.

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KSP Troopers return from Iraq and Kuwait with new perspective

By Brian Walker, “The News-Enterprise” of Hardin County

(Editor’s note: Thanks to “The News-Enterprise” and Brian Walker for permission to reprint the following article.)

Dewan Kelly felt safer in the deserts of Kuwait and Iraq than he does as a Kentucky State Police trooper in Hardin County.

Kelly, a captain in the Marine Corps Reserve, said the rules of combat are more lax than those of a peace officer. Despite being shot at several times during his overseas tour, he said patrolling in his cruiser is more intimidating.

"In a combat situation, if a weapon is drawn on me, I shoot to kill," Kelly said. "In the KSP, if a weapon is drawn on me I'm required to try and end the situation peacefully and keep both the suspect and myself out of danger."

His Lexington-based Military Police Company A, 4th FSSG Headquarters and Service Battalion was mobilized Jan. 14. Kelly and fellow KSP Trooper Matt Johnson returned to road work with the agency this week.

The 32-year-old Kelly, who is married with two children, said all police officers are expected to do the impossible: "protect and serve under a microscope."

Johnson, who is 24, single and has no children, serves as a corporal in the same unit as Kelly. Like Kelly, combat changed Johnson's views on his stateside job.

"I feel like I've grown up a lot," he said. "I now fully appreciate the trust that's placed in me as a trooper."

Johnson said he is flattered and respectful that at such a young age, he is given the opportunity to be a trooper.

Both men said serving their country in a time of war was an honor, but they are glad to be back in Kentucky serving local residents. Besides family and friends, the everyday com-forts of home were the things they missed while overseas.

Johnson missed being able to eat meals of his own choosing. The MREs they ate for several months straight were filling, but far from delicious.

Kelly said he missed the feeling of carpet on his bare feet the first thing after waking each day in a sand-free environment.

Their return to the KSP was marked with a picnic celebration a week ago. They were carried to the KSP post in a limousine and treated to lunch surrounded by fellow officers, family and friends. They also were given what could be deemed as a token of the agency's appreciation for their military service - brand-new cruisers.

For Kelly and Johnson, returning to the KSP this week was an adjustment for at least two reasons: getting back into the mode of police officer after such a long stretch and the new cars.

"So much is different in these cruisers than the last ones," Kelly said. "The dash camera, the radar, the placement of various switches - just a lot of changes."

Johnson said the new car took some getting used to, but by mid-week he was comfortable. It didn't hurt that the self-professed "customizing-nut" spent the bulk of last weekend installing a CD player, CB radio, additional police lights and "moving things around in the car to make it better."

Kelly said leaving back in January with only three days notice meant his personal police gear wasn't stowed away in as organized a manner as he would have liked.

Both discovered at least once during their first hours back on duty that they had forgotten or misplaced some non-essential item they usually carry with them. Kelly left his calendar book at home Tuesday night, and Johnson couldn't find a KSP form he keeps with his ticket book.

Their first few hours back on the road for the KSP were uneventful.

The first stop Kelly made in nearly nine months was that of a speeding van going west on U.S. 62 Tuesday evening. The driver, who wasn't cited, was going about 10 mph over the posted limit, Kelly said.

"He was just a kid with a clean driving record who was going a bit fast, so I discussed it with him and let him go on about his business," Kelly said. "He said he had some pizzas in the van and was going to his girlfriend's house."

Kelly also spent time acting as a security guard on the grounds of West Hardin Middle School that night. Following incidents in recent years such as school shootings and the terrorist attacks, troopers are now required to spend a portion of each week watching schools at different hours, he said.

As Johnson headed out to a complaint of an all-terrain vehicle being driven in a residential area, he pointed out houses he had made calls to the past few years.

"You get to see everything out here," he said. "And a lot of times you see the same people again and again."

When Johnson stopped a late-model Toyota speeding on Ky. 434 just about dusk, he didn't let the driver go with a verbal warning like Kelly had done earlier. He had good reason.

"I was actually going to give him a break until I ran his license," Johnson said. "He's got like 7 or 8 prior speeding tickets. I'm not sure a warning will get his attention."

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Kentucky's military history sites and museums

(Editor's note: The following is based on a list compiled for the Tourism Cabinet, thanks to Amy Wise of the Kentucky Department of Travel.)

Kentucky military sites command attention! Kentucky's military forces have answered the call of duty for more than two centuries - serving on the front lines of nearly every military endeavor from the Revolutionary War to the current conflict in Iraq. Discover the Commonwealth's vast military heritage through these inspiring sites that commemorate military history and honor the state's soldiering heritage.

Kentucky Military History Museum

Located in the Old State Arsenal in Frankfort, the Kentucky Military History Museum houses an impressive collection of artillery, uniforms, flags and photographs that depict Kentucky's military involvement from the Revolutionary to the Gulf Wars. Another special attraction is the museum's special Wall of Honor for the 43 Kentucky Medal of Honor recipients. The Museum is operated by the Kentucky National Guard and the Kentucky Historical Society (502-564-3265).

Kentucky Vietnam Veterans Memorial

Located on the hill overlooking the State Capitol, the Kentucky Vietnam Veterans Memorial uniquely honors the fallen. A large sundial is designed to cast a shadow on each one of 1,100 Kentuckians killed in Vietnam, annually on the anniversary of that soldier's death. Located behind the sundial, where the shadow never falls, are the names of 23 veterans missing in action (502-875-8687).

Fort Knox and The Patton Museum

While visitors to the Fort Knox Military Reservation near Radcliff won't be able to take home a "souvenir" from the famous Gold Vault, they can tour one of the largest museums in the U.S. Army museum system. The Patton Museum of Cavalry and Honor chronicles the history of cavalry and army forces with displays of armored equipment, vehicles and other memorabilia dating from World War I to the present.

The museum, which also serves as a historical training center for armor soldiers at Fort Knox, commemorates the memory of one of America's celebrated military heroes, General George S. Patton Jr. The Patton Gallery, a special section of the museum dedicated to the life of "Old Blood and Guts," contains many personal items used by the general (<http://www.generalpatton.org>).

Fort Campbell and The Pratt Museum

Fort Campbell, in western Kentucky is home to the 101st Airborne Division. The Don F. Pratt Memorial Museum honors units stationed at Fort Campbell, past and present. The museum is named for Brigadier General Don Pratt, who was the first assistant division commander for the 101st and who was killed in World War II during the Normandy Invasion.

The Pratt Museum features a completely restored WWII cargo glider which carried soldiers and equipment into battle. It also displays artifacts from the unit's assault on Normandy; items belonging to Adolph Hitler and captured weapons from

numerous wars. (<http://www.campbell.army.mil/campbell.htm>)

Cumberland Gap National Historical Park

The eastern region of the state is home to the Cumberland Gap National Historical Park, the largest of the nation's historical parks. Located in Middlesboro, the Cumberland Gap was carved by wind and water and forms a major break in the formidable Appalachian Mountain chain. The Gap served as a strategic location for both Union and Confederate forces in the Civil War. About 1.5 million people visit the park annually.

The Wilderness Road, which served as a strategic location during the Civil War, runs through the park. The road was recently restored as a route for hikers. (Auto traffic now uses the Cumberland Gap Highway Tunnel.) The four-million dollar restoration project was the largest of its kind by the National Park Service. (<http://www.nps.gov/cuga/>)

The Lost Squadron P-38 Museum

While in Middlesboro, visit The Lost Squadron P-38 Museum at the local airport. It houses the "Glacier Girl," a World War II P-38 "Lightening" warplane restored in 2002 to flying condition. The fighter plane was recovered from a Greenland ice cap in 1992 under 268 feet of snow, where it had rested for 50 years. (<http://www.thelostsquadron.com/>)

Camp Nelson Heritage Park and Camp Nelson National Cemetery

A fascinating chapter in African-American history unfolds on a National Historic Landmark just south of Nicholasville. Camp Nelson Heritage Park was the site of the third-largest recruiting and training depots for African-Americans during the Civil War. More than 10,000 black soldiers were recruited to the Union quartermaster camp in exchange for their freedom. The Park entrance is on the original Danville Pike, parallel to US 27, near Camp Nelson National cemetery.

The Park is an on-going archeology site and is reputed to be the best-preserved Union Army supply depot in the nation. An interpretive trail that winds through the site highlights restored Union Army officers quarters, a Civil War refugee camp and the Camp Nelson National Cemetery, a memorial to the more than 4,000 Civil War casualties buried there. (<http://www.campnelson.org/> or contact Mary Kozak at 859-881-9126)

Kentucky History Center exhibit

An exhibit titled "Joining the Ranks: African Americans in the Military," will remain on display at the Kentucky History Center in Frankfort through the end of February 2004. (history.ky.gov or contact the Kentucky Historical Society at 502-564-1792)

Coming in 2004

President Theodore Roosevelt was famous for saying, "Speak softly and carry a big stick." Roosevelt's "Big Stick," a rifle used during his 1908 expedition to Africa, is among the historic items which will go on display in 2004 at the new Frazier Historical Arms Museum in Louisville. Along with the vast personal collection of Kentuckian Owsley Brown Frazier, the museum will permanently showcase a collection from Britain's Royal Armouries Museum. (<http://www.frazierarmsmuseum.org>)

You may also want to mark your 2004 calendar for Memorial Day and Veterans Day to visit one of Kentucky's special commemorative events, including a memorial service at Camp Nelson National Cemetery, 7 miles south of Nicholasville.

Veterans Day parades are held in many Kentucky towns, but Wilmore's parade has a special destination, beginning downtown and ending at the Thomson-Hood Veterans Center, which hosts an open house.

Kentucky Veterans Cemetery dedicated

On Nov. 21, Kentucky's first state veterans cemetery was dedicated. Kentucky Veterans Cemetery - West, located on Ft. Campbell Blvd. in Hopkinsville, will "provide a lasting tribute to those who have served in the Armed Forces of this great country of ours," says Marty Pinkston of the Kentucky Department of Veterans Affairs.

Pinkston adds that construction is not quite complete, "but the beauty of this special place is already very evident." He expects burials to begin late this year or in early 2004.

More information

Find more sites, as well as event and travel information, on the Tourism Cabinet's Web site at <http://www.kentuckytourism.com/>.

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Spectacular Southern Lights Show Returns to Horse Park: Special weekends and added exhibits for 2003

Submitted by Lisa Jackson, Kentucky Horse Park

The official lighting of the 10th Annual Southern Lights, Spectacular Sights on Holiday Nights, was held on Nov. 21. This year's display will be open until Dec. 31, from 5:30 p.m. until 10 p.m. each evening, and will be highlighted by special weekends and added exhibits.

The nearly 4-mile drive will begin at the Kentucky Horse Park Campground, and will proceed through a dreamland of dazzling lighted and often "moving" figures. While many displays represent the holiday season, the returning favorites are the ones customized to represent the Bluegrass state.

To celebrate the 10th anniversary of Southern Lights, the Kentucky Horse Park will introduce four new lighted displays, including Beauty and the Beast and a Trans-warrior. The celebration will also include a tenth and twenty-fifth anniversary display for Southern Lights and the Kentucky Horse Park, respectively.

Inside the park, visitors will be able to leave their cars behind to see a multitude of holiday happenings, including a singing Christmas tree, holiday vendors, refreshments and the Mini-Train Express. The decorated buildings will be open every night, with the exception of Thanksgiving, through December 23.

Santa, entertainers, petting zoo, special exhibits

Little ones, both naughty and nice, will get to visit with Santa Claus in the International Museum of the Horse, where the regular exhibits will be open and will include animated figures to add to the holiday cheer. There will also be special displays in the museum galleries, including a model railroad display, courtesy of the Bluegrass Railway Club, complete with all the bells and whistles.

Visitors will enjoy the best in holiday entertainment from a schedule of local choirs and Bluegrass area performers. Children will have one of their most memorable nights of the year when they can pet and feed reindeer and other exotic animals in the holiday Petting Zoo.

This year's opening night entertainment will include the vocal talents of Mike Fryman, and the talented singing and dancing group, A Song in the Mountains. A special Children's Talent Night will take place on Nov. 22. A special exhibit organized by the Lexington Arts and Cultural Council, Dynamic Doors: Portholes to Creativity, will be on display from Nov. 21-December 23.

More information

Gate admission is \$12 per carload of up to seven people. For more information, please call the Kentucky Horse Park Foundation at 859-255-5727.

The Kentucky Horse Park is a working horse farm and educational theme park dedicated to man's relationship with the horse. The park is located at Interstate 75, Exit 120, just north of Lexington. Always in season, the park is open daily from March 15 to Oct. 31, and Wednesday through Sunday from Nov. 1 to March 14.

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Great American Smoke-Out promotes awareness of health risks

Submitted by Gil Lawson, Cabinet for Health Services

Nov. 20 marked the 27th year of the Great American Smoke-Out. The Smoke-Out is a nationally recognized event to challenge people to stop using tobacco products. The event also hopes to raise public awareness of the health risks of tobacco use and the many effective ways available to quit using tobacco.

The Tobacco Prevention and Cessation Program in the Department for Public Health is encouraging employees to take up the challenge.

"We want people to know that tobacco use is not healthy. Quitting is difficult and our program can help employees locate the resources they need to be successful," said Dr. Rice Leach, Commissioner of the Department for Public Health. Annually, tobacco related illnesses take the lives of over 6,800 Kentuckians and over 400,000 Americans.

Researchers indicate that two thirds of all smokers say they would like to quit smoking. Nearly half of all smokers try to quit in a given year, but the addiction to nicotine is difficult to overcome.

"Very few people quit the first time," says Irene Centers, program manager. "We want to encourage people to keep trying."

For information about local cessation activities and tips to successfully quit using tobacco, contact the Tobacco Control Coordinator with the Health Department in the county where you live, or Ms. Centers with Tobacco Prevention and Cessation Program at 502-564-7995, extension 3808.

Programs like Cooper-Clayton combine nicotine replacement therapy with behavioral modification over a 12-week period to help smokers quit. Physicians can also provide prescription medications to help you deal with withdrawal symptoms from nicotine.

Benefits of quitting

There are great health benefits of stopping tobacco use:

- Immediately after quitting smoking, you don't have to deal with the inconvenience of leaving your workplace, someone's home, your own home, a restaurant, or other places to smoke.
- Twenty minutes after quitting smoking, your blood pressure drops to a level close to that before your last cigarette. The temperature of your hands and feet increases, returning to normal.
- Eight hours after quitting smoking the carbon monoxide level in your blood drops to normal.

- Twenty-four hours after quitting smoking your chances of having a heart attack decrease.
- Two weeks to three months after quitting smoking you have better circulation and your lung function increases up to 30 percent.
- One to nine months after quitting smoking coughing, sinus congestion, fatigue, and shortness of breath decrease and your lungs start to function better, lowering your risk of lung infection.
- One year after quitting smoking you reduce your risk for heart disease by 50 percent.
- A one pack a day smoker who pays at least \$3.00 per pack, can expect to save more than \$1,000 per year.
- If all pregnant women quit smoking, about 4,000 new babies would not die every year.
- When you stop smoking you reduce your risk of heart disease, stroke, cancer, and lung diseases like emphysema or bronchitis, and reduce wrinkling and aging of the skin and eyes.
- When you quit smoking you set a good example for your children to follow. New research shows that parents who quit while their kids are young reduce the chances that their children will become smokers themselves.

The Smoke-Out offers public support and a feeling of camaraderie with others who are giving up cigarettes. For individual assistance, log on to www.lungusa.org/ffs/index.html for a web based smoking cessation program provided by the American Lung Association.

Several toll-free quit lines are also available to provide brief intervention when the conviction to quit may waiver.

• Cancer Information Service (800) 422-6237 • Great Start (866) 667-8278 • American Cancer Society (800) 227-2345

The Great American Smoke-Out is a national campaign initiated by the American Cancer Society in 1977 to draw attention to the health risks of tobacco use and secondhand smoke. It is estimated that more Americans try to quit smoking on this day than any other day of the year, including New Year's Day.

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State Library's Interlibrary Loan to the Rescue: If We Don't Have It, We Will Get It For You

Submitted by Nancy Houseal, Kentucky Department of Libraries and Archives

Have you ever had trouble locating a book or article that you needed to do your job? If the State Library does not have the item you need, the Library will try to get the item for you from another library. This sharing of materials among libraries is called Interlibrary Loan (ILL). This service is provided to state government employees and agencies free of charge by the State Library.

To request interlibrary loan service, call the State Library's Reference desk at 502-564-8300, ext. 342, or toll free at 800-928-7000, ext. 342. You can also use the "Ask a Librarian" e-mail service.

When requesting interlibrary loan of a book, be sure you have the author and title. Other information such as publication date and edition number is also useful. If you are requesting an article, also include the name of the journal, magazine or newspaper, and the date, volume, issue and page numbers, if you have them. Be sure to include a deadline if your need is time sensitive.

Usually books, journal, magazine and newspaper articles, government publications and microfilm/fiche are readily available. Reference and rare books, videos, and computer software are seldom lent.

Once you submit a request, the Interlibrary Loan staff will find a lending library. The staff will continue to work on your request until it is filled, all potential lenders have been tried, or the requested material is no longer needed.

You will be contacted when your request has been filled or if the request cannot be processed. Most requests are filled in one to three weeks.

Often articles can be sent to you by e-mail or fax. Books and articles can also be picked up at the State Library's Public Services Desk or delivered to your office by State Messenger Mail or U. S. Postal Mail.

Lending libraries determine how long you can keep the materials. Many libraries will lend items for two to three weeks. Due dates and return instructions are included with books and other returnable items. Articles do not have to be returned.

Instructions for requesting a renewal through the State Library are also sent with the book. You can ask for a renewal. However, decisions for ILL items are made by the lending library, not the State Library. Be sure to request a renewal before the due date to increase the likelihood of a favorable response.

More information

The State Library, an agency of the Kentucky Department for Libraries and Archives, is dedicated to meeting the information needs of all state government employees. The library is located in Frankfort at 300 Coffee Tree Road, next to the Vietnam Veterans Memorial. The library is open from 8:00 to 4:30 weekdays.

COMMONWEALTH COMMUNIQUÉ

Published by the Kentucky Personnel Cabinet for State Government Employees

Strengthening Kentucky by strengthening Kentucky women employed by the state

Submitted by Ann Ferrell, Kentucky Commission on Women

In November 2001, Gov. Paul Patton appointed the Governor's Task Force on the Economic Status of Kentucky's Women, a 49-member task force co-chaired by First Lady Judi Patton and former governor Martha Layne Collins. When Gov. Patton appointed the Task Force, he specifically instructed that the status of women in state government be researched.

Working under the direction of the task force, five committees of volunteers — totaling over 300 women and men from across the commonwealth — identified the problems, conducted research, gathered examples of resources and models, and proposed solutions. In June 2003, under the management of the Kentucky Commission on Women, "A New Vision for Kentucky," the final report of the task force, was released, along with a companion report that focused specifically on the needs of women employed by Kentucky state government.

Employees from 11 cabinets volunteered their time toward the research and preparation of this report. The work of these and many more will be needed in order to see that these recommendations are carried out.

The recommendations of the task force committee on state government employees fall into three key areas that must be addressed in order to ensure that women and men of all races and ethnicities receive fair and equal treatment as employees of the commonwealth: human resource development, benefits, and policies and procedures. The following is an Executive Summary of this report, intended to provide priorities for improving the status of all women in state government.

Executive Summary

I. Human Resource Development

The committee on state government employees made multiple recommendations related to the need for increased training and professional development opportunities. Strategies include:

1. Employ an enterprise-wide approach to training in universal workplace competencies (such as compliance training) as well as training in job-specific competencies.

- Require individualized training plans jointly developed by managers and employees and tied to the performance appraisal system
- Review and use the work already completed by the Enterprise Learning Team as a framework or blueprint for moving forward with an enterprise-wide approach to learning. (This team was chartered by the Center for Excellence in Government and the Secretary of the Governor's Cabinet in 2002 to develop recommendations for what enterprise learning should look like. The Governmental Services Center (GSC) has a copy of the team's findings and recommendations.)
- Develop a competency model (or use GSC's competency model) to assess current and future competency needs at an individual level or agency wide; work with GSC and others to identify workshops and other learning opportunities that address the identified competency needs.

2. Increase access to learning opportunities (see Enterprise Learning Team recommendations)

3. Improve communications between and among all state resources devoted to training and professional development.

II. Benefits

Recognizing that the issue of benefits—particularly health insurance—is one that is in need of attention nationwide in both the public and private sectors, the committee recommended that Kentucky state government continue to be a model in regard to employee benefits. Strategies include:

1. Explore creative solutions to rapidly rising costs of health insurance as these

costs affect both employees and retirees.

2. Ensure that employee leave is both flexible and applied consistently among and between state agencies.

3. Ensure the security (and the perception of security) of employee retirement dollars.

III. Policies and procedures

The committee made multiple recommendations regarding the creation and application of state policies and procedures, as they affect women and minorities. Strategies include:

1. Provide financial support to the Personnel Cabinet for the acquisition of a database that will allow the cabinet to collect, analyze, and communicate various forms of data, including:

- EEO data
- Workplace violence data
- Equity in employee compensation

2. Promote a greater understanding and knowledge of the status of women and minorities in state government.

- The Kentucky Commission on Human Rights' (KCHR) reports on women and minorities in state government should be publicized widely and made available to all state employees.
- A report card should be created and widely disseminated, based on KCHR's report, in which agencies/cabinets/departments are given grades based on the status of women and minorities.

3. Improve internal communication around personnel issues.

- All Personnel Administrators should attend the Personnel Administrator's meetings and important information should be shared with all agency personnel.
- Create an Office of the Ombudsmen for all of state government in order to provide a place for employees to go when rules are perceived as not being followed.
- Create, through the Personnel Cabinet, a standardized orientation plan that agencies may enhance (by adding agency-specific materials) for use with

all new employees.

- Strengthen efforts to ensure consistency across agencies.

More information

The full report of the Committee on State Government Employees and A New Vision for Kentucky can be obtained at the Kentucky Commission on Women web site: www.women.ky.gov, or by calling the Kentucky Commission on Women office at 502/564-6643.

KCW's current plans

KCW is currently working on plans to ensure that the momentum for change begun with the Governor's Task Force on the Economic Status of Kentucky's Women and the Summit on the Economic Status of Kentucky's Women continues!

Here are some of the things we are working on:

- A conversation with Women Work! The National Network for Women's Employment. On September 17, representatives from Women Work! The National Network for Women's Employment (<http://www.womenwork.org>) facilitated what KCW hopes will be the first meeting of a strengthened network of advocates dedicated to improving the economic well being of Kentucky women and their families.
- In October 30, the first joint meeting of the Kentucky Commission on Women, the University of Kentucky President's Commission on Women, and the University of Louisville Commission on the Status of Women was held. This coalition will focus on childcare, healthcare, elder care, and violence against women, as they relate to higher education.
- An Advisory Council on the Economic Status of Kentucky Women has been formed by the Kentucky Commission on Women, in order to ensure that the efforts over the last three years continue into the future.
- The Kentucky Commission on Women is currently planning regional meetings in each Area Development District (ADD) over the next twelve months, beginning in December 2003. The purpose of these meetings will be to begin a discussion about how the recommendations of the Governor's Task Force on the Economic Status of Kentucky's Women can be implemented in each region.

Visit the Kentucky Commission on Women Web site for the latest news and updates, and give us your feedback! Go to www.women.ky.gov, or call our office at 502-564-6643.

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Employee life insurance benefit: You can take it with you

By Margaret Davis Harney and Sharon Spencer, Personnel Cabinet

Until Oct. 31, those who terminated their employment with state government, including retirees, had one – and only one – option for continuing their life insurance coverage. Effective Oct. 31, most employees now have two options, and the new option may be at a considerable savings for those who qualify for it.

As part of their benefits package, all state government employees have a \$20,000 term-life insurance policy with Standard Insurance. The coverage is provided through the Personnel Cabinet's Group Life Insurance Branch, at no cost to the employee. Employees may purchase additional coverage by payroll deduction. When they terminate their employment, employees have the additional option of continuing their coverage at their own expense; payments will be made to Standard Insurance.

Prior to Oct. 31, employees who left state government, including retirees, had the option of continuing their insurance coverage by converting it to an individual whole-life policy, at a high conversion rate. That conversion policy is still available, but as of Oct. 31, with a few exceptions, employees now have a second option. Under option two, employees may choose a group life portability insurance policy (term-life insurance) at a much lower rate than the individual conversion whole-life policy.

You do not have to submit evidence of good health for either type of policy, provided you meet other eligibility requirements.

Exceptions

The following employees are not eligible for the new option of the group life portability policy (term-life insurance):

- Employees who have not had continuous coverage under the state's group plan for at least 12 months;
- Employees who are age 65 or older;
- Employees who are totally disabled, or unable to perform the material duties of at least one gainful occupation.

If you are not eligible for the new option, you remain eligible for the original option of converting your coverage to an individual whole-life policy.

Term-life vs. whole-life

Term-life insurance is less expensive and less complicated. It is purchased for a predetermined period of time, such as 15 or 20 years. At the end of the term, coverage will stop and the policy will have no further value. It does not accumulate a cash value.

Whole-life insurance provides coverage for a lifetime, as long as premiums are paid. Over time, the policy also

accumulates a cash value, from which the policy-holder may make withdrawals or take loans. Such withdrawals will decrease the benefit paid at death.

Rate comparison

The premiums on converting to an individual whole-life policy are based on the amount of coverage you select and your age. The rate is locked into the rate for your age at the time you apply for the individual policy, and does not increase as you get older.

The premiums on the new portability policy option (term-life) are based on your age and whether or not you smoke. The rate will change as you get older.

What does this mean to your budget?

As an example, an employee retiring today at age 57 and using the conversion (whole life) option for a \$20,000 policy, will pay premiums of \$140.62 per month. By age 70, the employee will have paid \$23,624.16.

That same employee, retiring today at age 57 and using the portability (term life) option for a \$20,000 policy, will pay premiums of \$19.40 per month. (That's provided the employee is a non-smoker. If the employee smokes, the monthly premiums will be higher.) By age 70, the employee will have paid \$7,034.40.

In addition to considering the above points when choosing an option, you should also consider the following:

Time limits

- You must apply for the individual whole-life policy, and pay premiums to Standard Insurance, within 31 days after your state-provided coverage ends.
- You must apply for the group portability policy (term-life insurance policy), and pay premiums, within 31 days after the date your employment terminates.

Accidental Death and Dismemberment

- You cannot convert your AD and D coverage if you choose the individual whole-life insurance policy.
- You may include AD and D coverage when you choose the group term-life insurance policy.

Dependent coverage

- If you choose the whole-life option, you may convert coverage for dependents even if you choose not to convert coverage for yourself.
- If you choose the portability (term-life) option, you will not be allowed any other policies without a policy on yourself.

Payment options

- With the individual whole-life policy, you may choose monthly, quarterly, semi-annual or annual billing.
- With the group portability policy (term-life insurance), premiums are billed quarterly.

More information

For more information, go to <http://personnel.ky.gov/lifeins/lifeins.htm>. For information on how your particular situation affects your policy choice, or to request an application, call the Group Life Insurance Branch of the Personnel Cabinet at 502-564-4774 or 800-267-8352.

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KEAP Informed: Good and bad stress

Submitted by Barbara Henderson, Kentucky Employees Assistance Program (KEAP)

Some people describe stress as tension or pressure. Actually, stress is just the way we respond to change, and understanding stress and its effects can help you use it to your advantage.

Your body responds to stress in many ways. Hormones, like adrenalin, surge. Your heartbeat and blood pressure increase and blood sugar rises. These effects, which have been the same for thousands of years, helped prehistoric humans survive by helping them to run faster or fight harder. This is why we often call our body's reaction to stress the "fight or flight" response.

Most people think of stressors as negative, such as being stuck in traffic, a difficult work situation or relationship problems. Some common responses are tense muscles, headache, stomach ache or trouble sleeping. But stressors can also be positive experiences, such as getting married, obtaining a promotion at work, moving to a nicer home, or having a baby.

Your body can't tell the difference between a negative or positive stressor. In either case, your body experiences the same effects. You may feel tired, depressed or anxious. You may experience physical symptoms such as a clenched jaw or a backache.

We carry much of our stress in the head, neck and shoulder areas. Take a moment to "de-stress" by standing up and stretching away the tension and massaging your shoulders and neck areas. You'll feel better and prevent tension from building up in your body.

Stress is like body temperature. If it's too low or too high, you can't survive, but the right balance can keep you going strong. During periods of stress, learn to take care of yourself by making time to relax, getting a sufficient amount of sleep, eating foods that are good for you and exercising regularly. Use your stress energy positively and creatively to achieve your goals and accomplish your dreams.

More information

If you need help in managing your stress, or dealing with personal or work problems, call the Kentucky Employee Assistance Program, KEAP, at 564-5788 or 800 445-5189. We are here to help! KEAP is an employee benefit you can use as a resource to reach your goals.

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The Vest-Lindsey House is also the State Meeting House

By Margaret Davis Harney, Personnel Cabinet

At the urging of preservationists, Gov. Ned Breathitt saved the Vest-Lindsey House from destruction in 1965 when he purchased it for the state. The historic home next door, in Frankfort's historic Corner in Celebrities neighborhood, had already been demolished and replaced with a parking lot.

After its purchase by the state, the Vest-Lindsey House was occupied by the Heritage Commission until the commission outgrew the space. It was Gov. Julian Carroll who saw the home's potential as a meeting place for state employees.

Available for meetings

Now also known as the State Meeting House, the Vest-Lindsey House is available to state agencies for small meetings (groups of 20 to 25 people), 8 a.m. – 4 p.m., Monday through Friday. Of the home's 12 rooms, which are furnished in antiques or period reproductions, nine are available as meeting rooms. The meeting rooms include a large second floor conference room, and two dining rooms and a parlor on the first floor, which is the only floor that is wheelchair accessible.

Groups are responsible for their own meals or refreshments, but a list of local caterers is available. There is a small kitchen on the second floor and a large basement kitchen, where the home's original kitchen was located. The basement kitchen is fully equipped and modern, but also offers fine china and glassware of the home's period.

The home is not available for personal entertaining. Guided tours are offered, but only when they do not disturb a meeting in progress.

The age of the Vest-Lindsey House, at 401 Wapping St., is unknown, but there is no doubt that it is among Frankfort's oldest homes. It had several owners over the years, but takes its name from two families who lived there. It was the boyhood home of George Graham Vest, a member of the Confederate Congress, and Daniel Weisiger Lindsey, a general in the Union Army.

More information

For more information, or to schedule a meeting, call the home's office at 502-564-6980, or call the Division of Historic Properties at 502-564-3000.

Helen Evans, director of the Vest-Lindsey House, is featured at communiqué.ky.gov/december/vetwac.htm.

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Vehicle Enforcement recognizes outstanding employees

Submitted by Selena Curry, Transportation Cabinet

Officer Delmer Hall, of Morehead, received the top honor at this year's Kentucky Vehicle Enforcement (KVE) awards ceremony. Hall was named Officer of the Year for 2002 at the annual event, held in mid-October in Frankfort. Several other KVE employees also received awards for outstanding performance.

The Officer of the Year award is given in honor of Jason Cammack, of Frankfort, who was killed in the line of duty in 2000. A recipient is chosen each year that possesses an unimpeachable character and has demonstrated outstanding service, professionalism, dedication and sacrifice.

Officer Hall is actively involved in drug interdiction enforcement and made significant drug seizures in 2002. He also received the award for drug enforcement/field operations. Hall opened 160 criminal cases, of which 85 resulted in criminal arrests and he made 18 DUI arrests. Among his many drug arrests, was a seizure of 400 OxyContin pills and the largest marijuana bust that his region (Morehead) has seen — 337 pounds. Hall began his career with KVE in 1989.

In addition to his regular enforcement duties, this award-winning officer also assists with Drive Smart activities, conducts drug awareness presentations at local schools, and works with the Governor's Safety City.

Both Gov. Paul Patton and Transportation Cabinet Secretary James C. Codell, III praised the men and women who go "above and beyond" the call of duty to make our roadways safer.

Other award recipients

Additional awards for meritorious achievement, DUI arrest, life saving and drug enforcement were presented to the following employees: Canine Officer Landry Collett, of Hoskinston; Officers Anthony Jackson, of Manchester; David Rader, of Manchester; John Halterman, of Henderson; Phillip Frazier, Jr., of Clay City; Shannon Chelf, of Magnolia; Thomas Gearheart, of Garrett; Lieutenant Glynn Powers, of Louisville; and Inspector William Moore, of Morehead.

Laurel Wheeler, of Fredonia, was named the Civilian employee of the year.

This is the fifth year that employees of KVE have been recognized for outstanding service. Colonel Ken Frost, KVE director, said it is important to recognize outstanding contributions to making travel safer on our roadways. He explained that the award recipients were chosen by a seven- member board, made up of other division employees.

"To be recognized by your peers is a great honor," Frost added. The Governor praised the leadership of Col. Frost and Secretary Codell for greatly enhancing the professionalism of the division.

History and curent work of KVE

The KVE division had its beginnings around 1950. At that time, there were 20 employees statewide. The unit has had several name changes through the years and was even a part of the Kentucky State Police for a time. In addition to name changes and organizational structure changes, their training, equipment and scope of responsibility has also been

enhanced.

Because of this professionalism and expertise, Kentucky has been chosen to launch pilot technology projects. Since Sept. 11, 2001, the role of the KVE officers has been even more critical. They are having to be ever more vigilant in the search for illegal, hazardous and dangerous substances and the people who transport them. The new Homeland Security Policies require the officers to conduct hazardous material inspections and our KVE officers are exceeding the national recommendation for the number of searches required.

Since 1994, the officers have had full police powers over any type of traffic (yes, they can stop you on the road!) and now operate as a full service traffic enforcement agency. There are 132 road officers and two chaplains. Since 1991, the division has had the assistance of a canine unit to help them in their work. Currently, there are six dogs who “work” for KVE. The officers work out of ten posts throughout the state, as well as having employees in the central office in Frankfort. Col. Frost has served as the division’s head since 1997. Frost was a 26-year veteran of Kentucky State Police prior to accepting his current position.

Today, the KVE division has 257 employees. They are part of the vehicle regulation department. They monitor commercial traffic for vehicle safety, driver safety and having proper authorization to travel in our state.

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National recognition for Meade and Green County ATC teachers

Submitted by Mary Ann Scott, Cabinet for Workforce Development

Darren Jones, Meade County

Darren Jones, a heating, ventilation and air conditioning (HVAC) teacher at Meade County Area Technology Center (ATC), was named one of the top six HVAC teachers by two national groups.

The ACHR (Air Conditioning/Heating/Refrigeration) News and the Air Conditioning and Refrigeration Institute (ARI) sponsored the 2002-03 Best Instructor of the Year, naming Jones as an honorable mention, which placed him in the top six HVAC teachers honored nationwide.

Jones, a former Meade County ATC student who's been teaching HVAC at the school for nine years, said the nomination and the award touched him. "I was deeply moved to learn that a former student took the time to nominate me for this award," said Jones. "I attribute my success to the people who have helped shape, guide and motivate me as an individual ... I feel truly blessed to work at such a great school."

In the Oct. 27 issue of The ACHR News, Jones was featured with the other five honorees. The article stated that Jones and the other teachers were recognized for "their outstanding work with students and their efforts to elevate the educational level for all members of the HVACR industry."

The ACHR News also profiled Jones, citing his successes in SkillsUSA-VICA competitions at regional, state and national levels. One of his students placed second in this year's HVAC competition at the national SkillsUSA-VICA level. (SkillsUSA-VICA showcases secondary students' career and technical education skills.)

His students also recently won a national time capsule contest sponsored by ARI, and Jones' students received high marks on the Industry Competency Exams. One student scored 90 percent on the exam, a score that exceeded the average of all scores on the exam. He was rewarded with a \$2,000 scholarship.

Jones' students also went to the University of Northwestern Ohio for scholarship testing and one of the students ranked first among students from nine states. In addition, six seniors passed the Environmental Protection Administration certification tests and two earned universal certification.

The ARHC News article said these successes are "proof that Jones is on the right track when it comes to educating future members of the industry. That is one reason why he earned an honorable mention in The News Instructor of the Year contest."

Sandy Smith, Green County

Green County Area Technology Center (ATC) business instructor Sandy Smith recently received an honorable mention in the 2002-2003 Practical Money Skills for Life Educator Challenge. More than 900 teachers from all 50 states participated, with one grand prize winner, two first place winners and 13 honorable mentions.

Visa® and Future Business Leaders of America-Phi Beta Lambda sponsored the 2002-2003 Practical Money Skills for Life Educator Challenge. The mission was to promote teacher creativity about personal finance topics in the classroom, promote and measure student financial literacy improvement, and demonstrate online tools and encourage educators to use them.

Classes that participated in the contest were judged on the following criteria that evaluated the teaching skills employed along with student results: • Improvement of financial literacy test results — Improvement was measured by the difference in class average between pre-test and post-test scores. • Creative teaching strategies — The creative component reflected the methods used by the educator to incorporate personal finance material into her lesson plans. • Student learning — This portion of the entry contained a demonstration of changes in student understanding towards how they manage their money.

More information

ATC is administered by the Department for Technical Education, a Cabinet for Workforce Development agency. Learn more about the department and the cabinet on the Internet at www.workforce.ky.gov.

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KSP Trooper Bowling wins national award; four troopers receive Commissioner's Commendations

Submitted by Les Williams, Kentucky State Police

Kentucky State Police Trooper Michael Bowling (KSP Post 11 in London) has been selected as a Meritorious Achievement Winner in the 2003 Looking Beyond The License Plate National Law Enforcement Recognition Program.

Trooper Bowling was recognized for his Aug. 22, 2002 observation of a license plate on a suspect's vehicle, which led to the arrest and incarceration of two subjects who were operating clandestine methamphetamine labs and who were suspected of murder.

The Looking Beyond The License Plate program solicits and publicizes case histories that validate the usefulness of license plates as effective crime-fighting tools. Trooper Bowling was selected for the honor by the Highway Safety Committee of the Intl. Assn. of Chiefs of Police from 222 entries submitted by law enforcement officers from throughout North America.

Commissioner's Commendations

KSP Commissioner Patrick N. Simpson has recognized the following four officers with Commissioner's Commendations for dedication to duty and actions that exemplify the standards held in highest regard by KSP:

Trooper Elliott Gollihue, Post 14-Ashland, for his actions in negotiating the voluntary disarmament and surrender of a suicidal suspect wanted for a fatal shooting in Ohio. Gollihue's clear and decisive thinking and astute observation and communication skills enabled him to bring a peaceful resolution to a potential deadly situation as well as ensuring the safety of other responding officers and the general public.

Lt. Kevin Payne, Post 6-Dry Ridge, for his actions in delivering CPR to an elderly man until emergency personnel arrived, and his continuing assistance to emergency personnel in the transport and loading of the subject. His immediate and direct action and his willingness to intervene were directly responsible for sustaining the subject's life until proper medical care could be provided. Payne also received an additional commendation for his 15-Year D.A.R.E. Service Award in recognition of his commitment to the delivery of the Drug Abuse Resistance Education curriculum to the youth of the Commonwealth.

Sgt. Adam Whitlock, Driver Testing, for his many positive modifications to the Commercial Driver's License program. Whitlock secured more than \$1 million in grants that have enabled KSP to purchase new eye testing machines for all license examiners in the state, develop and implement an automated written test at the state's busiest testing locations, and purchase 18 laptop computers for CDL examiners. He has also procured grants to implement the "Covert Testing" program for examiners, which allows KSP to conduct covert investigations on testing procedures using voice recorders and video equipment to ensure compliance with state and federal laws in CDL testing.

Tpr. Larry Bowling, Post 8 (Morehead), for going above and beyond required efforts to assist in the recovery of property stolen from a local business. His actions exemplify positive community relations and reflect most favorably on both

himself and KSP.

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Employees honored by professional organizations

Public Advocacy's Fitzgerald voted NAPAS board president

Submitted by Debbie Garrison, Department of Public Advocacy

At its annual meeting in Washington D.C., the National Association of Protection and Advocacy Systems (NAPAS) named Maureen Fitzgerald president of its board of directors. Fitzgerald is director of the Protection and Advocacy Division of the Kentucky Department of Public Advocacy.

She will serve a two-year term as president of the non-profit membership organization that represents protection and advocacy systems and client assistance programs throughout the U.S. and its territories. As president of the board and chair of its executive committee, Fitzgerald will be involved in maintaining relationships with federal lawmakers and heads of the various federal agencies that administer grants to the protection and advocacy systems. Her duties will also include giving testimony to agencies and committees of Congress and acting as spokesperson for disability advocates nationwide.

NAPAS is the voluntary national membership association of protection and advocacy systems and client assistance programs. It assumes leadership in promoting and strengthening the role and performance of its members in providing quality legally based advocacy services. NAPAS has a vision of a society where people with disabilities exercise self-determination and choice and have equality of opportunity and full participation. NAPAS believes this vision will be realized through the enactment and vigorous enforcement of laws protecting civil and human rights.

Fair and Exposition Center's Whitley receives Gattis Award

Submitted by Jim Carroll, Tourism Cabinet

Barbara Whitley, personnel director at the Kentucky Fair and Exposition Center, was honored as recipient of the Walter Gattis Award at a recent meeting of the Kentucky chapter of the International Personnel Managers Association. She was cited for “demonstrating initiative, dependability, and trustworthiness on behalf of the chapter.”

The Gattis Award is presented annually to recognize an outstanding IPMA chapter member. It is named for the late administrator who served as state Personnel Commissioner in the late 1960s.

Whitley is a 32-year state government employee, who has worked for the past 19 years in personnel administration at the KFEC.

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Kentucky Vehicle Enforcement officers receive national awards for criminal interdiction

Submitted by Selena Curry, Transportation Cabinet

Kentucky Vehicle Enforcement (KVE) officers Shannon Chelf, Joey Conn and Steve Burke recently received distinguished awards for criminal interdiction at the 13th Annual Motor Vehicle Criminal Interdiction, Intelligence Networking and Training Conference in Phoenix, Arizona.

The Drug Enforcement Administration and the Federal Motor Carrier Safety Administration sponsored the conference. An awards banquet was held at the conference to honor top law enforcement and recognize interdiction programs throughout North America.

Officer Shannon Chelf received the most prestigious award of the night. Officer Chelf was awarded the Interdiction Officer of the Year. Over the past year, Officer Chelf initiated or assisted in six bulk drug seizures on Interstate 65 in Western Kentucky. As a result of these drug cases, KVE was able to seize and remove over 600 pounds of marijuana and 64 pounds of cocaine with a street value of \$1,171,200.00 and seized over \$857,750.00 in currency.

KVE was also recognized for having the top criminal interdiction team in the country. KVE's Special Operations officers Joey Conn, Steve Burke, and Shannon Chelf make up the team that is assigned to patrol the I-65 corridor. The team was credited with seizing over 1,448 pounds of marijuana with a street value of \$3.2 million.

These awards completed the trifecta for KVE. In 2000, Lieutenant Randy Jenkins was given the Instructor of the Year award. KVE is the only law enforcement agency to win the top three awards presented at this national conference.

KVE Canine Officer Tony Wilson and his canine partner, Ben, recently returned from the United States Police Canine Association (USPCA) Regional Trials held in Middletown, Ohio.

Tony and Ben, a three-year-old Labrador retriever, competed against 32 canine teams in a series of searches, and finished second in both indoor and outdoor searches. They took first place overall with a score of 198.99 out of 200 possible points. The USPCA is one of the largest police canine organizations in the United States.

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KSP honors Civilian Employee of the Year; other outstanding support personnel

Submitted by Les Williams, Kentucky State Police

Gov. Paul Patton joined Kentucky State Police Commissioner Patrick N. Simpson to honor 23 of the agency's most outstanding civilian employees at a special ceremony on Oct. 8 in Frankfort.

Frankfort resident Therese Richerson, a program coordinator with the Governor's Highway Safety Program, was honored as the 2003 Civilian Employee of the Year. She also received the Administrative Support Service Award for the Governor's Highway Safety Program.

Richerson networks with federal, state and local agencies in the development of police traffic services for increased speed enforcement, traffic alcohol programs for increased DUI enforcement and adult and youth alcohol programs for increased statewide public awareness. As a result of her efforts, Kentucky has met the requirements necessary to qualify for additional federal funding of \$927,766 for alcohol-impaired driving countermeasures.

"The true benefits that the citizens of the Commonwealth receive from state employees can never be measured," said Gov. Patton. "I commend all of these award winners for their achievement."

"With so many demands placed on our agency in these new and different times, the importance of our civilian employees becomes even more apparent," notes Commissioner Simpson. "Not a day goes by in the life of a trooper that the services they provide go unused. They make it easier for our troopers to serve the citizens of Kentucky effectively, efficiently and professionally."

A 10-year veteran of KSP, Richerson is a 1982 graduate of Jackson High School in McKee.

Other KSP Support Personnel Awards presented at the ceremony included:

Police Communication Support Service Award

Wendy Ball, Post 2, Madisonville; Coriean Monroe, KSP Headquarters, Frankfort; Raymond Day, Post 10, Harlan; Jerry Keathley, Post 6, Dry Ridge.

Clerical Support Service Award

Brenda McPeck, East Troop, Post 9, Pikeville; Donna Rice, West Troop, Post 5, Campbellsburg; Rhonda Rich, Central Troop, Post 6, Dry Ridge; Jackie VanWormer, HQ/Special Enforcement, Human Resources.

Driver Testing Support Award

Gary Wheat, West Region, Region 4; Camilla Patton, East Region, Region 6.

Forensic Service Support Award

Jane Purcell, Central Forensic Lab; Jennifer Wininger, Central Forensic Lab; Jeff Warnecke, Central Forensic Lab.

Administrative Support Service Award

Beth Coleman, Strategic Planning Branch; Cindy Hammond, West Troop Command; Emma Severn, Driver Testing Branch

Scientific Support Service Award

Connie Harrod, Intelligence Branch

Computer Technology Technical Support Award

Michelle Roberts, Computer Technologies Branch

Records Technical Support Service Award

Cecil Helton, Criminal ID and Records Branch

Facility Security Support Service Award

Scottie Humphrey, Facilities Security

Enforcement Support Service Award

Kevin Dunn, Post 12, Frankfort

Maintenance Support Service Award

Joe Little, Post 9, Pikeville

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Cabinet for Workforce Development presents awards

Submitted by Kim Saylor Brannock, Cabinet for Workforce Development

The Cabinet for Workforce Development presented its 2nd annual CWD employee awards in five categories Oct. 7 at the Capitol Rotunda in Frankfort. CWD Secretary Willie H. Lile commended the employees for their dedication and outstanding work for the cabinet.

“You are superb examples of outstanding work ethic, professionalism and dedication. Your service has improved the lives of Kentucky’s citizens and restored hope for many during the most difficult times of their lives,” she said.

Wayne King, an academic consultant in the Support Services Branch of the Department for Technical Education (DTE), won the cabinet’s 110% Award for serving the cabinet in an outstanding manner. King works in Frankfort and is a resident of Lawrenceburg.

Jill Ralston, a training and development specialist in the Business and Industry Branch of DTE, was given the cabinet’s Customer Satisfaction Award for demonstrating continuous meritorious service to the customers of CWD. Ralston works in Frankfort and is a resident of Bedford.

Department for Employment Services (DES) employee Paul Friedlander of Paducah received the CWD Leadership Award for demonstrating superior leadership and mentoring qualities. Friedlander is the manager of the Paducah DES Office.

Gene Matney, a DES employee, was recognized with the CWD Distinguished Service Award for demonstrating exceptional long-term dedication, job expertise and meritorious service. The Campbellsville resident is the assistant manager at the Campbellsville DES office.

Terri Giltner, director of the Division of Creative Services in the Finance and Administration Cabinet and a member of the Governor’s Communication Office, won the CWD Partnership Award for providing exceptional cooperation and service to the cabinet. Giltner works in Frankfort and is a Shelby County resident.

The CWD Team Excellence Award was won by the members of Kentucky's Electronic Workplace for Employment Services (KEWES) Testing Team for providing a distinguished level of service toward accomplishing an important project, goal or mission.

Team members are: Lana Trent, Frankfort Central Office Ann Turner, Owensboro DES Office Sharon Tackett, Hazard DES Office Dennis Carman, Louisville DES Office Sharon Wood, Lexington DES Office Charlotte Robinson, Frankfort Central Office Alexandria Ramos, Frankfort Central Office Vicki Dozier, Richmond DES Office Teresa Prewitt, Morehead DES Office Palvena Pace, Campbellsville DES Office Karen Middleton, Harlan DES Office Rosemary Griffith, Frankfort Central Office Lois Maclaren, Frankfort Central Office

More information

The Cabinet for Workforce Development connects Kentucky to employment, workforce information, education and

training. Learn more about the cabinet and its agencies on the Internet at www.workforce.ky.gov.

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Department of Juvenile Justice Employees Honored

Submitted by Leah Settle, Department of Juvenile Justice

In conjunction with the Kentucky Council on Crime and Delinquency's Annual Conference, the Kentucky Department of Juvenile Justice (KY DJJ) hosted its sixth annual awards luncheon on Sept. 4 to honor its employees for outstanding performance. Those recognized were staff members from each division of the Department, as well as two individuals selected for special honors by the Commissioner.

The recipient of this year's Commissioner's Award was Mike Mullins, Director of the Administrative Services Division in KY DJJ's Central Office. In his position with KY DJJ, Mullins oversees the Fiscal, Personnel, Information Systems and Capital Construction branches. He has made major contributions to the Department in the areas of budgeting, construction and personnel. Since the creation of KY DJJ, Mullins has been dedicated to what is best for the staff of the Department, the youth served by KY DJJ and the citizens of the Commonwealth.

In addition, Bruce Jennings received special recognition from the Commissioner for his work as the Superintendent of the Warren Regional Juvenile Detention Center (RJDC). In the two years that the Warren RJDC has been operational, it has gained a reputation statewide, regionally and nationally as being a unique detention center that integrates the best of safety and security, while providing careful treatment modalities to the youth at the facility. Jennings demonstrates the ability to bring all facility employees together as a team to focus on one common goal – serving Kentucky's youth.

Additional awardees were:

Day Treatment Employees of the Year

Rebecca Collins, Western Region; Rita Parker, Eastern Region; Sharon Shepherd, Central Region

Group Home Employees of the Year

Glenda J. Freeman, Central Region; Tanya Crick, Western Region; Sam Koger, Eastern Region

Residential Employees of the Year

Jeff Arnold, Western Region; Shirley Back, Eastern Region; Terry Skaggs, Central Region

Detention Employees of the Year

Robin Hines, Central Region; Mark Cook, Western Region; Lesia Tedders, Eastern Region

Youth Workers of the Year

Denise Birge, Western Region; David Bush, Eastern Region; David Rhodes, Central Region

Community Workers of the Year

Michelle Crail, Eastern Region; Elaine Tooley, Western Region; Sheila Nuszbaum, Central Region

New Youth Workers of the Year

Bryon Barnes, Western Region; Dewayne Neace, Eastern Region; Deshaun Bailey, Central Region

New Community Workers of the Year

Kevin Kirk, Western Region; Jennifer Lippert, Central Region; Marcellous Ridgeway, Eastern Region

Other Recognized Employees

Angelique Rowe, Western Region; Denny Lee, Western Region; Dale Weddle, Eastern Region; Greg Brock, Central Region; Rebecca Smallenburg, Placement Services; Rosemary Sewell, Administrative Services; Brenda Perry, Program Services

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Employee Suggestion System Awards presented

Thirty-six state government employees were recognized during the 24th Annual Employee Suggestion System Awards Ceremony at the Governor's Mansion on Nov. 10. Recipients of the awards receive cash incentives for suggesting innovative ways to improve state government operations.

The 36 recipients for 2003 received cash awards totaling \$29,251.40; their suggestions resulted in savings of \$441,545.50 during the first year they were implemented.

The Employee Suggestion System was established in 1981. Since that time, the program has resulted in a total first-year savings of more than \$26 million, with \$19 million saved during Gov. Paul Patton's administration.

The cash award for each suggestion is paid by the cabinet that realizes a savings from the suggestion. Awards range from a minimum of \$100 to ten percent of the first-year savings, up to a maximum of \$2,500. The Personnel Cabinet administers the program.

During the Nov. 10 ceremony, awards were presented by Gov. Patton, Personnel Cabinet Secretary Carol M. Palmore, and recipients' cabinet secretaries.

Award recipients

Cabinet for Families and Children: Renee Close, Rebecca Hoover, Linda Colston, and Patricia A. Schmitt

Finance and Administration Cabinet: Jerry Ruble, Robert Todd Bailey, and Jason Patrick Hamilton

Justice Cabinet: Janice Earnest and Stan Slonina

Labor Cabinet: Glina Bryant Lentz, Joseph Giles, and Mary Jeanne Triplett

Natural Resources Environmental Protection Cabinet: Donna Cowan and Gail Dixon

Personnel Cabinet: Sandra Shelton, Jonathan Cordier, and Cindy Dempsey

Revenue Cabinet: James A. Orr III

Tourism Development Cabinet: Bethany Dailey Quisenberry and Thomas C. Clay

Cabinet for Workforce Development: Stephanie Litteral and Stuart Reed

Department of Agriculture: Gina Phillips, Ted Sloan, Martha Bruner, and John K. Lewis

Transportation Cabinet: Margaret Tillman, Timothy Eaton, Kim Lee, and George Mason

Education, Arts and Humanities: Paula Ernsperger

Cabinet for Health Services: Tommie R. Kendall, Betty D. Milliner and Gene S. Swift

Department of Military Affairs: Elizabeth Harrod and Angela Skelton

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Kentucky Public Employee Recognition Week, Oct. 5 - 11

During a proclamation signing ceremony in the Capitol Rotunda, Gov. Paul Patton designated Oct. 5- 11 to be Kentucky Public Employee Recognition Week.

The week is celebrated to educate citizens about the broad variety of services provided by government employees. It is also an opportunity to show appreciation to public employees at the federal, state, and local levels. Representatives from employee organizations and the Personnel Cabinet attended the signing of the proclamation in support of state government employees.

Representatives attending included: Truman Bartelson, Kentucky Highway Association of Right-of-Way Agents; Martha Colley, Ten-Ure; Lee Jackson, Kentucky Association of State Employees; Stuart Goodpaster, Kentucky Engineering Exposure Network; Mary D. Rogers, Kentucky Coalition of State Employees; Ruth Schiller, Network-Women in State Government; Pat Wasson, Kentucky Human Services Association; Susan Clark, International Association of Worker Professionals; Tommy Burris, Kentucky State Police Professional Association. (See the "Full Page" for photos.)

Agencies show appreciation to employees

The following are just a few of the activities sponsored by various state agencies during Employee Recognition Week.

Parks

Employees in the Department of Parks received pats on the back during Employee Recognition Week as park managers organized staff cookouts and pizza parties. Among parks taking part in the fun were Green River Lake, Nolin Lake, and General Burnside Island state parks. At Blue Licks Battlefield State Resort, employees not only enjoyed a pizza party, but also hosted Gov. Paul Patton, who presented Park Manager Doug Price with a copy of the Public Employees Appreciation Week proclamation.

Personnel Cabinet

The Personnel Cabinet held Employee Day at Frankfort's Lakeview Park, where employees were treated to a picnic lunch. Employees also had the opportunity to participate in professional development presentations and team-building exercises throughout the day. Awards presented included Career Service certificates and pins, and the Employee of the Month Award.

Revenue

Employees in the Kentucky Revenue Cabinet's Miscellaneous Tax Branch were treated to petit fours and ice cream delivered to their workstations on an elegant dessert cart, complete with silver candelabra. (See photos on the "Full Page.")

Treasury

In honor of Employee Recognition Week, State Treasurer Jonathan Miller, Assistant State Treasurer Karen Mayes, and Treasury division directors hosted an appreciation luncheon for their employees. (See photos on the "Full Page.")

The luncheon began with opening remarks from Treasurer Miller, who expressed his appreciation for the performance and dedication of the staff during the year. Then the management team donned chef hats and served each employee a prepared

by management.

Everyone agreed the food and service was exceptional, but Sandy Ingram, an employee in the Treasury deposit room, put the event in proper perspective. "Getting the department together and having the opportunity to fellowship with friends is what's important," she said.

Transportation, District 3

A steak dinner was enjoyed by all who attended the Metcalfe County Maintenance Crew Safety Award Luncheon. Metcalfe County's crew was recognized for being injury free from 1994 to 2001, a total of seven years.

Allen Ravenscraft, Director of Safety and Health, was on hand to present the plaque to retired foreman, Tim Sparks. Ravenscraft said, "Last year, District #3 won the Secretary's Safety Award statewide and this county was definitely a cornerstone in obtaining that status." Scheduling conflicts had postponed the event in the past but the crew was finally able to receive the recognition they deserved. Special thanks to Betty Hurt, Pat Slater, Faye Clemons and Mary Shockley for all their help and the wonderful homemade desserts! (See photos on the "Full Page.")

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Commonwealth Fund for KET receives top PBS fund-raising award

Submitted by Tona Barkley, KET

The Commonwealth Fund for KET – the fund-raising arm of Kentucky Educational Television – received PBS's highest fund-raising honor, the 2003 Award of Excellence for Overall Development Program.

The national award was announced at the PBS Development conference in Denver before a crowd of 800 public television industry professionals. The Commonwealth Fund also won the divisional Development Award for Overall Development Program based on viewing-market size.

The PBS award recognizes excellence in all areas of fund raising, including major giving, corporate and foundation support, membership, on-air pledge and special events. According to PBS reporting guidelines, the Commonwealth Fund for KET recorded 69 percent growth over the previous year in an otherwise flat year for non-profit fund raising across the country.

In FY 2003, the Fund raised more than \$3 million for the first time in its history. At the same time, its membership grew by seven percent.

The Commonwealth Fund for KET solicits and manages the corporate, institutional and individual contributions that support local and national productions as well as complementary educational services. Michele Ripley, president of the Commonwealth Fund, directs the daily operations of the Commonwealth Fund, and John R. Hall chairs the Commonwealth Fund Board of Directors.

Malcolm Wall, KET's executive director, praised Commonwealth Fund staff for their achievement. "As a public television veteran, I can personally attest to the magnitude of this achievement. I congratulate Michele and her staff for their creativity, energy, positive attitude and remarkable fund-raising results," Wall said. "And we all thank the individual and corporate donors whose contributions made this award possible and in turn enable KET to better serve the citizens of the Commonwealth."

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KET creates new endowment with \$1 million challenge grant from Kentucky Colonels

Submitted by Tona Barkley, KET

The largest grant ever awarded by the Honorable Order of Kentucky Colonels, a \$1 million challenge grant, has been presented to KET, Kentucky Educational Television. The grant, which establishes the Honorable Order of Kentucky Colonels Endowment for Kentucky Productions, is the largest gift received by KET designated for the production of general audience programs.

The creation of the endowment was announced at a press conference on OCT. 14 by KET's Executive Director Malcolm Wall and Kentucky Colonels National Commanding General James "Mike" Molloy.

"For nearly two decades we have worked with KET through our shared values of education, service and citizenship as part of our Good Works Program," said Molloy. "With this endowment, we have established a permanent partnership that will advance these values for many generations of Kentuckians."

KET, which is celebrating its 35th anniversary this year, produces more original Kentucky television programs (other than news and sports) than any other source. This new endowment will help maintain and expand KET's annual production capability, greatly enhancing the network's ability to let Kentuckians share stories that reflect the history, culture, traditions and issues of the Commonwealth.

Furthermore, the endowment will provide for a much larger and more comprehensive educational program resource for Kentucky--not only for the state's school children but also for lifelong learning.

"Since 1986, the Honorable Order of Kentucky Colonels has contributed more than \$1 million to various KET projects," said Wall, "and today they are taking their generosity to a new level with the establishment of this major programming fund. The Kentucky Colonels Endowment for Kentucky Productions will provide a major source of predictable funds so KET can continue producing programs that celebrate and connect Kentuckians to their history and culture. This will serve as a lasting legacy of the Colonels, whose good works have benefited so many."

Also in attendance for the announcement was Kentucky's historian laureate, Dr. Thomas D. Clark, who talked about the importance of preserving Kentucky's history and heritage for future generations.

"This gift couldn't come at a better time," said Dr. Clark. "You cannot find a more particular, more propitious moment that will produce real results and a real understanding of what this Commonwealth is all about."

KET will raise \$200,000 a year over the next five years to match the Colonels' challenge grant. Interest and dividends from the resulting \$2 million endowment will fund in perpetuity the creation of Kentucky programs and complementary educational services.

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Civil Rights Hall of Fame finds permanent home at KSU

Submitted by Victoria Dempsey, Kentucky Commission on Human Rights

The Kentucky Civil Rights Hall of Fame, which was created in 2000 by the Kentucky Commission on Human Rights, has found a permanent home at Kentucky State University.

Dr. William Turner Ph.D., interim president of KSU, welcomed the Hall of Fame to the university and unveiled the Hall of Fame sculpture during the KSU Founder's Day Celebration on Oct. 17. The event was also the grand opening of the newly-renovated Carl Hill Student Center at KSU, where the sculpture will remain on permanent exhibit. The center is located at 400 E. Main St. in Frankfort.

KCHR created the hall of fame as part of its 40th anniversary celebration in 2000 to honor people who have helped further equality in Kentucky. KCHR also commissioned the creation of a sculpture that would display the hall of fame inductees. It currently displays photographs of the 52 state civil rights leaders so far inducted as members.

Beverly Watts, executive director of the commission, joined the president at the unveiling. "The Kentucky Civil Rights Hall of Fame is an important program that educates people about their rights and the need to stand against prejudice and hatred of all kinds," said Ms. Watts. "We are very honored that Kentucky State University, which is historically and deeply rooted in the ongoing fight for equality, has agreed to permanently display the hall of fame sculpture for everyone in Kentucky to enjoy."

Now held bi-annually, the hall of fame inductions event has become one of the state's largest civil rights education and outreach initiatives. Inductees are men and women, both living and deceased, from current and past eras, who have made significant contributions to Kentucky's progress toward equality, human rights and diversity.

Their efforts were made in many fields such as those of education, legislation or volunteerism. People in Kentucky nominate individuals to the hall of fame who have made significant contributions to civil rights in the commonwealth.

Several advocates of civil rights have been linked to KSU. Whitney Young Jr., first president of the Urban League and a member of the 'Big Six,' the civil rights leaders who planned the 1963 March On Washington, is a KSU graduate and a member of the hall of fame.

"KSU's place in the history of the 'March for Civil Rights' in Kentucky makes our campus the natural home for this lasting monument of social justice," said President Turner.

Other hall of fame members who are KSU alumni include Charles Anderson, Rev. Louis Coleman, Leonard Gray, Sen. Gerald Neal, Arthur Walters and Sterling Neal Sr.

Another KSU alumnus, Kentucky artist Garry Bibbs, created the sculpture. Originally 40 x 12 feet in size and containing photographs of the 22 inaugural members, the steel and wooden, bridge-shaped structure has increased twice, so far, to add the 16 inductees of 2001, and the 14 inductees of 2003.

"I created it as a bridge of humanity to symbolize how each inductee was a link in helping us all get where we are today," Mr. Bibbs, a professor at the University of Kentucky, said.

Since the 2003 inductions, held in July, the sculpture had been on temporary exhibit at the historic Union Station, now headquarters to the Transit Authority of River City (TARC) on Broadway in Louisville.

For more information

The sculpture can be viewed by the public from Monday through Friday, between the hours of 8:30 a.m. to 5 p.m. For more information, contact the KSU Visitor's and Information Center at 502-597-6900, or contact KCHR at 502-595-4024 or 1-800-292-5566.

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Transportation Cabinet honored for Paris Pike and Natcher Bridge projects

Submitted by Selena Curry, Kentucky Transportation Cabinet

Paris Pike

The Paris Pike Project was among highway, road and airport improvement projects from Colorado to Connecticut recognized recently by the American Road and Transportation Builders Association Transportation Development Foundation's (ARTBA-TDF) fourth annual "Globe Awards" held in Washington, D.C.

The Kentucky Transportation Cabinet and the H. W. Lochner consulting engineering group of Lexington won in the "Road" category for the Paris Pike Reconstruction. The judges cited the project as a model of construction in a "context sensitive design."

In their remarks the judges stated, "Adding capacity and improving safety while simultaneously improving the aesthetic appearance of the roadway were hallmarks of the successful \$70 million reconstruction of Paris Pike, located between Lexington and Paris. With extensive support and involvement from the community, the project team designed a road alignment that preserved historically significant trees, conserved original topsoil and relocated historical dry-laid fences that were more than 100 years old."

Established by the ARTBA Board of Directors in 1998, the "Globe Awards" recognize: private-sector firms and public-sector transportation agencies that do an outstanding job in protecting and/or enhancing the natural environment in the planning, design and construction of U.S. transportation infrastructure projects; and transportation construction-related product manufacturers and material suppliers that utilize exemplary environmental processes to protect and enhance the natural environment.

ARTBA, which marked its 100th anniversary last year, is the transportation construction industry's consensus voice in the Nation's Capital. The industry ARTBA represents helps generate more than \$200 billion annually in U.S. economic activity and sustains more than 2.2 million American jobs.

Natcher Bridge

Kentucky's Natcher Bridge has been chosen as best "Constructed Project of the Year" by Parsons Brinckerhoff, the bridge's principal designer.

Parsons Brinckerhoff, which provides comprehensive infrastructure services on six continents, holds an annual competition to showcase the best of its efforts on behalf of its clients. Winners exemplify the company's commitment to professional excellence and superior client service.

Awards are given in three categories: constructed projects, studies and special projects and construction engineering and inspection. Twenty-four projects were reviewed for the competition.

Secretary Codell said, "The William H. Natcher Bridge is a magnificent structure." It is touted by many as an engineering

masterpiece, an architectural icon in the area and perhaps the finest bridge in Kentucky.

The cable-stayed bridge that connects Owensboro, Kentucky with Rockport, Indiana has already received numerous awards. Its steel structure features distinctive diamond-shaped towers.

The four lane, 4,505 foot long bridge is one of the longest cable-stayed spans over the nation's inland waterway system, and the longest over the Ohio River Valley system. It is an important connector for the residents of Kentucky and Indiana.

The \$70 million bridge was opened to traffic in October 2002. It is named for William H. Natcher, who served in the US House of Representatives from 1953 until his death in 1994. Natcher was a native of Bowling Green.

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Tourism Cabinet receives and presents awards at annual conference

Submitted by Jim Carroll, Tourism Cabinet

Agencies of the Tourism Cabinet received numerous awards during a recent conference of the Kentucky Tourism Council. Staff members from the Department of Travel won seven Traverse Awards for Marketing Excellence, including two first place awards. The Kentucky Horse Park won 12 Traverse Awards, and the Kentucky Fair and Exposition Center won three.

The conference was also an opportunity for the cabinet to recognize supporters of tourism in Kentucky.

Tourism Development Secretary Ann Latta presented the cabinet's 2003 Corporate Partner in Tourism Award to the Gheens Foundation. The foundation was recognized for its sponsorship of Kentucky State Fair exhibits, including the highly successful "Lewis and Clark +200" exhibit at the 2003 State Fair. The cabinet also honored the Keeneland Association, a major supporter of the Kentucky Horse Park's "All the Queen's Horses" exhibition. Keeneland also donated its facilities for scenes filmed for the hit movie "Seabiscuit."

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Kentuckians Put the Brakes on Fatalities

Submitted by Selena Curry, Kentucky Transportation Cabinet

When Kentucky celebrated “Put the Brakes on Fatalities” on Oct. 10, the right message got across! Zero deaths were reported on Kentucky's roadways that day.

The University of Kentucky's Hospital's helipad was the scene for a press conference announcing the special day. Transportation Cabinet Secretary James C. Codell III noted that 917 people lost their lives on our highways last year, the deadliest in 25 years. Justice Cabinet Secretary Ishmon Burks emphasized the need for strong enforcement to curb the fatality rate. He announced that Kentucky State Police, along with other law enforcement agencies, would conduct their next “Buckle Up Kentucky—it's the law and it's enforced” mobilization Nov. 17 through Nov. 30.

Andrew Bernard, M.D., clinical instructor of surgery, UK College of Medicine, and John Isfort, interim director of UK emergency transportation services, encouraged drivers to pay attention to safety information. Traffic accident patients are often treated at UK Hospital, one of only two Level I trauma centers in Kentucky.

Perhaps Jim and Rose Geiman, of Cold Spring in Campbell County, delivered the most moving comments. Their 16-year-old son, a high school student and football player, lost his life in a car crash in November 2000. Since Jimmy's death, they have told his story and helped spread the message of the need for a primary seatbelt law. Their hope is that lives of other young people can be saved.

National 511 Conference held in Kentucky

Submitted by Selena Curry, Kentucky Transportation Cabinet

Kentucky was host to the second national 511 deployment conference. About 150 transportation industry leaders attended the recent “511: Your Customer's Connection” conference, in Ft. Mitchell.

Kentucky was a perfect location for the meeting since it is actually the “birthplace” of the nation's first three-digit travel and traffic call, which was placed from the northern Kentucky/Cincinnati area in 1995. In November 2002, Gov. Paul Patton launched the 511 travel and traffic system statewide by making the ceremonial first call.

A number of Transportation Cabinet employees were involved in the conference planning and in making presentations. Leon Walden, transportation engineer specialist in the Division of Operations, is deserving of special thanks for promoting Kentucky as a possible conference site. Walden, called “Mr. 511” by his co-workers, also provided significant leadership throughout the event. Secretary James C. Codell III welcomed the conference attendees.

A highlight of the conference was the opportunity to visit the ARTIMIS headquarters, which manages traffic for the northern Kentucky/Cincinnati area. Sixty-three visitors toured the facility during the three-day meeting. The purpose of the conference was to share information among areas that have already launched their service, work toward improving content and to continue to encourage other areas to deploy their service. Conference speakers especially emphasized the need for the service in heavily congested metropolitan areas. Currently, 19 areas have the service available to motorists.

The 511 service is seen as a tool for managing congestion. With up-to-the minute information, motorists can be alerted to potential problems and choose alternate routes. This saves time and money, reduces pollution and ultimately can save lives.

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Transportation helping combat fraud and identity theft

Submitted by Selena Curry, Kentucky Transportation Cabinet

The Transportation Cabinet's Division of Drivers' Licensing recently sponsored a cross-agency meeting on combating the growing problem of fraud and identity theft. The meeting was held on Oct. 14 in Frankfort.

Approximately 40 representatives gathered to discuss common issues relating to how their agencies are handling the investigation of fraud charges. Attendees included Transportation Cabinet employees and representatives of the following groups: postal inspectors, insurance and banking regulators, vital statistics, circuit clerks, Secret Service, Governor's Office for Technology, Kentucky Homeland Security, Attorney General's Office, U.S. Attorney's Office, Social Security Administration, and Kentucky State Police.

Gary Brunker, director of the Division of Drivers' Licensing, said the driver's license is the document primarily used for identification purposes, so it was logical for his division to host the event.

The keynote speaker was Linda Lewis, president and CEO of the American Association of Motor Vehicle Administrators. Lewis emphasized that fraud was a national issue, and that Homeland Security legislation had made identity theft a larger concern. She praised the Transportation Cabinet for bringing people together to discuss this timely issue.

Forty-two percent of all complaints filed with the Federal Trade Commission last year involved identify theft.

Victims whose identities have been stolen can spend years correcting problems caused by this serious crime. As the problem of identity theft grows, the efforts to combat these thefts and protect personal privacy are also increasing. Government agencies must balance the protection of personal information with allowing government to operate.

While better tools are now available for fighting fraud and identity theft, more crimes of this type are being committed, and the meeting's participants expressed the need for more resources to combat the problem. One suggestion was the possibility of agencies pooling their resources. Participants also said better education, and perhaps legislation, is also needed.

All those in attendance agreed that the meeting was a good beginning point for dialogue between the agencies. Now, investigators from various entities can "put a face" with a name when they need to compare information on cases.

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Russians visit Mason County Area Technology Center

Submitted by Mary Ann Scott, Cabinet for Workforce Development

Eight Russians visited the Mason County Area Technology Center (ATC) in mid-October as part of the Open World Program's Russian Leadership Program.

Russian participants included policy makers, academics, university and school administrators, and regional and local government officials.

"We were delighted to be part of the whole Russian Leadership Program education day process," says Mason County ATC Principal Jeremy McCloud. "It was my pleasure to host our Russian friends at the ATC because it gave us an opportunity to provide them with information on technical education and skills training. They especially enjoyed touring the labs."

McCloud attributes his school's involvement in the program to Dr. Augusta Julian, president of the Maysville Community College.

"Dr. Julian has been extremely cooperative in working with us on this and other education activities," says McCloud. "She treats us as an education partner and we all complement one another."

McCloud said Julian submitted a proposal of activities, including a visit to his school, to the Open World Program, which is administered by the Library of Congress's Open World Leadership Center. He said that according to Julian, the visitors were very impressed with their educational systems, staff and especially the technology.

Created in 1999, the Open World Program was designed to help foster a mutual exchange of ideas and opinions among political leaders and citizens of Russia and the United States and to improve relations with a new generation of Russian political leaders.

Today, former areas of Russia that are now independent states, such as Ukraine, and the Baltic states of Estonia, Latvia and Lithuania are eligible for the Open World Program exchanges, as well.

Since the program's inception, the United States has hosted more than 5,000 Russian leaders for 7-10 day visits.

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GSC provides survey research services

Submitted by Allen Bryan, Governmental Services Center (GSC)

"To help the people and organizations of Kentucky government continually learn and improve performance in order to excel in meeting their customers' needs."

That is the mission of the Governmental Services Center. For the past two years, GSC has been helping government organizations perform better by developing and providing state-of-the-art survey research services to support performance measurement activities and fact-based decision-making.

Customers and partners in developing this new service capacity have included the following agencies: Finance and Administration Cabinet, Department of Travel in the Tourism Cabinet, Department of Education, Kentucky Historical Society, and Division of Creative Services.

GSC's quality standards are high, emphasizing "validity, reliability, and actionability." A poorly designed and executed survey can lead not only to misinformed decisions, but also to damaged relationships with respondent groups, whether employees, customers, or other stakeholders. It could make managing and achieving our customer agencies' goals more difficult. GSC's goal is to provide effective surveys that are valuable to our government customers.

We apply survey design, deployment, and analysis technology that has been tested and proven around the world, to achieve that goal. Questionnaires may be distributed and collected on paper or electronically. Designs may employ sampling techniques or cover everyone in a group.

GSC's Kentucky Employee Survey is a comprehensive employee attitude survey available to any government agency. Standardized core questions on employee engagement, perceived support for employees, alignment with agency goals, and perceived supervisory styles, provide a basis for identifying key internal issues, as well as comparing these aspects of agency culture to both other agencies and to an established target. Plus, additional sets of questions on organizational effectiveness and performance can be added to meet an agency's particular needs. GSC's Kentucky Customer Survey is also available.

In addition to survey research services, GSC offers its government customers other research tools, such as "voice of the customer," group approaches, and individual depth interviewing techniques.

More information

For more information, contact Dave Finley at 502-564-7455, ext. 256, or any GSC consultant.

Note: View the GSC workshop schedule at <http://gsc.ky.gov/WSSchedule.htm>.

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GSC presents KCPM Awards; celebrates its accomplishments

Submitted by Allen Bryan, Governmental Services Center

The annual awards ceremony of the Kentucky Certified Public Manager program was held on Nov. 6 in Frankfort. GSC, Governmental Services Center celebrated its own accomplishments this year while honoring award recipients.

The ceremony is held each year to recognize state employees who have completed the requirements for the Certificate of Management Fundamentals, CMF, and the Certified Public Manager, CPM.

Gov. Paul E. Patton was on hand to offer greetings and to congratulate the CMF and CPM recipients on their accomplishments. During Gov. Patton's eight years as governor, 417 state employees have completed the requirements for the CPM designation. That is more than 88% of the total CPM recipients since the program started.

At this year's ceremony, 56 state employees received the CPM designation, to bring the total number of graduates of the program to 472. In addition, the CMF was awarded to 455 employees, the largest group in the history of the program.

CPM Projects Honored

Pam Wood, president of the Kentucky society of Certified Public Managers, presented awards to employee's whose CPM program projects were judged to be outstanding. The Society will select one of these to be recognized at its annual national meeting, and to receive the Askew Award for the top project from Kentucky for the year. Wood also announced that the Kentucky Society has created a new award named in honor of Gene W. Childress, who was the first director of the Governmental Services Center and who provided the leadership for creation of the KCPM program.

Past and Present Connection

Sharon Marcum, who had announced that she was retiring as GSC executive director effective Dec. 1, invited Gene W. Childress, the original GSC executive director, to speak at this year's ceremony.

Larry Ball, of the Department of Criminal Justice training program, honored GSC with a plaque. "In recognition of Governmental Services Center, with commendation and sincere appreciation for your outstanding dedication and commitment to training the individuals and organizations of Kentucky Government," the plaque stated. Sharon Marcum accepted the plaque on behalf of the GSC staff.

More information

Additional information and pictures from the CMF/CPM ceremony are available at the GSC web site at <http://gsc.ky.gov/>.

Go to [gscmarcum](#) for a message from the retiring GSC executive director.

College credit for CPM expanded

The Governmental Services Center and Kentucky State University recently signed a new articulation agreement for academic credit in the KSU School of Business. GSC's Certified Public Manager graduates who enroll at KSU are now eligible for nine hours of credit toward the bachelor of arts in business administration.

During the CPM Awards ceremony, GSC Executive Director Sharon Marcum recognized Dr. Gashaw Lake, acting dean of the KSU School of Business, and thanked him and the University for their commitment to providing educational opportunities for state employees.

This new agreement is in addition to previous articulation agreements with KSU and Murray State University regarding their degrees in public administration.

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Appointments; staff changes

Submitted by here

KET names new directors

Tona Johnston Barkley has been named director of communications for Kentucky Educational Television. She was previously KET's advertising and promotion manager, a position now assumed by Todd Piccirilli. Tonya Tarvin Crum has been named director of workforce development and training, and Linda Hume has been named director of the business office.

Barkley is a native of Paducah and received her bachelor's degree in English from Vassar College. A painter and a quiltmaker, she designed the Celebration Quilt for the opening of the Kentucky History Center in Frankfort, where she resides.

Piccirilli was previously KET's assistant advertising and promotion manager. A native of Tennessee, he received a bachelor's degree in English from Vanderbilt University. He now lives in Lexington with his wife, Ami.

Crum previously worked as a professional development consultant with the Kentucky Department for Adult Education, Council on Post-secondary Education. From 2001-02, she served as a subcommittee member on the Governor's Task Force on the Economic Status of Kentucky's Women.

Crum received a master's degree in education from the University of Kentucky and a bachelor's degree in speech from Eastern Kentucky University. She is a native of Nicholasville, where she currently resides with her husband and daughter.

Hume was previously KET's accountant supervisor. A Lexington native, she resides there with her husband and two children.

Transportation Cabinet: Ricardo Moore named Disadvantaged Business Enterprise Liaison Officer

Ricardo Moore has been named liaison officer for the Transportation Cabinet's Disadvantaged Business Enterprise (DBE) program. He has been employed in Transportation's Office of Minority Affairs since March of 2001, and during his tenure, he has worked with certification and training of DBEs and helped develop a tracking system to monitor DBE activities.

Moore will be responsible for implementing all aspects of the DBE program, including communication with businesses and the public. The agency has 546 minority businesses (of all disciplines) registered with its Frankfort office, and has a current goal of 7% minority contractors on federal transportation projects.

This newly appointed liaison officer will report directly to Arthur McKee, executive director of the Office of Minority Affairs for the Transportation Cabinet.

Prior to joining state government, Moore served 21 years with the United States Air Force in military intelligence and as a

computer network engineer. He attended Elizabethtown Community College and the University of Maryland.

Moore, 42, resides in Elizabethtown with his wife Diana. They have two children, Bradley and Lamanda, and they attend First Baptist Church of Elizabethtown.

Kentucky State Police: Promotions announced

Nine KSP officers received promotions effective Oct. 16. One new major, four new captains, two new lieutenants and two new sergeants were commissioned.

Capt. Henry P. “Sonny” Cease, Jr. was promoted to major and transferred from KSP Post 12 in Frankfort to the Division of Technical Services at KSP headquarters as assistant director. A native and resident of Louisville, Maj. Cease is an 18-year veteran of the Kentucky State Police.

Lt. Bradley D. Bates was promoted to captain and will continue to serve as Commander of the Highway Safety Branch. A native of Eminence and current resident of LaGrange, Capt. Bates has nearly 10 years of service with KSP.

Lt. Jeffrey Caudill was promoted to captain and transferred from KSP Post 9 in Pikeville to the Facilities Security Branch in Frankfort as commander. A Pikeville native, Capt. Caudill is a 10-year KSP veteran.

Lt. Ronald K. Craycraft was promoted to captain and transferred from KSP Post 8 in Morehead to the KSP Supply Branch in Frankfort as commander. A Mt. Sterling native and resident, Capt. Craycraft is a 10-year KSP veteran.

Lt. James D. Richerson was promoted to captain and will continue to serve as Commander of the Financial/Grants Management Branch at KSP headquarters in Frankfort. A native of Marion County and current Frankfort resident, Richerson is a 20-year KSP veteran.

Sgt. Robert G. Massie was promoted to lieutenant and transferred from KSP Post 11 in London to KSP Post 9 in Pikeville. A native of Laurel County, Lt. Massie is a 13-year KSP veteran.

Sgt. Matthew S. Scott was promoted to lieutenant and transferred from KSP Post 6 in Dry Ridge to KSP Post 14 in Ashland. A native of South Williamson and current resident of Frankfort, Lt. Scott is a nine-year KSP veteran.

Det. Bobby Day was promoted to sergeant and transferred from the KSP Special Response Team to KSP Post 16 in Henderson. A native and resident of Manchester, Sgt. Day is a 12-year KSP veteran.

Tpr. Michael Kidd was promoted to sergeant and transferred from KSP Post 9 in Pikeville to KSP Post 4 in Elizabethtown. A native of Prestonsburg, Sgt. Kidd is a five-and-a-half year KSP veteran.

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Cabinet Comments

Parks: Pine Mountain Trail plan released

A draft management plan for Pine Mountain Trail State Park, the 120-mile-long linear park now under development in southeastern Kentucky, is now available for review and public comment.

The plan outlines issues such as maintenance, permitted uses, staffing and other operational matters, said Tourism Secretary Ann Latta. Public meetings to unveil the plan and solicit citizen comments were held recently in the four affected counties – Pike, Letcher, Harlan, and Bell.

The plan may be viewed at <http://www.state.ky.us/agencies/parks/pmtmngmtplan.html>. A copy of the plan also may be obtained by writing or calling Carey Tichenor, Department of Parks, 12th floor, Capital Plaza Tower, 500 Mero St., Frankfort, Ky. 40601, 1-502-564-8110, ext. 246.

The department will accept comments through Dec. 31.

Kentucky Fair and Exposition Center: Groundbreaking held for expansion

Submitted by Jim Carroll, Tourism Cabinet

Shovels unearthed the first piles of dirt marking the plot where South Wing C will be constructed at the Kentucky Fair and Exposition Center (KFEC). Attendees, who gathered to celebrate the culmination of the campaign to expand the South Wing, heard congratulatory remarks from Governor Paul Patton and Louisville Mayor Jerry Abramson among other state and local officials.

“KFEC holds a crucial position in Kentucky’s tourism industry and economy. This expansion will ensure that we maintain our long-term clients and attract new business,” said Governor Paul Patton. “Through our continued investment in projects such as this we continue on the path for growth and economic prosperity for Kentucky.”

Mayor Jerry Abramson stated, “In a year when our new city of Louisville rose up to become the 16th largest city in the United States, I am delighted to see the exposition center poised to grow as well. It’s more than a matter of hometown pride. This expansion will help keep us among the nation’s top 10 convention and trade show facilities - and that business pays off for both our city and our state.”

Mary Anne Cronan, Chairman of the Kentucky State Fair Board, said, “The expansion has been the top priority on the agenda for the past several years. South Wing C is of critical importance to the continued economic well-being of this facility and to the business of the Kentucky State Fair Board.”

The South Wing C expansion creates an additional 237,000 square feet of class “A” exhibit, meeting and public space for the facility. Construction is expected to be complete by October 1, 2005. The second phase of the project includes a renovation of the East Wing and addition of a major pre-function area.

Tech Ed: Students, teachers using new technology in classroom

Submitted by Mary Ann Scott, Cabinet for Workforce Development

Department for Technical Education (DTE) teachers are learning a new technology designed to help them electronically receive instantaneous scores on tests or feedback on student comprehension. It also allows students' responses to remain anonymous to all but the instructor.

Known as the Classroom Performance System (CPS), the technology allows students to answer questions using a hand-held keypad, that performs much as a television remote, and permits teachers to import curriculum into their computers and review real-time student performance.

Students each use a keypad to enter answers to test reviews, formal tests, quizzes and classroom discussions.

As students punch in answers during a test review, for example, teachers immediately see each student's response on a monitor and can gauge each student's comprehension level, said Mary Stratton, DTE's deputy commissioner. Stratton was instrumental in obtaining the CPS program for DTE's 53 schools, known as area technology centers.

"It is crucial to assess the progress of the class and immediately identify those students that need additional assistance without singling them out," said Stratton. CPS streamlines other teacher tasks, such as taking attendance and grading tests and homework in a matter of seconds, thus "allowing teachers to emphasize less time on paperwork and more time on teaching," said Stratton.

DTE Commissioner Emil Jezik said that CPS is one way his department keeps the centers up to speed with the latest teaching methods. "We believe this technology will provide our instructors with an array of options in teaching and assessing students, as well as creating an interactive and attention-getting environment for the student," said Jezik.

The system was introduced to the area technology center principals and teachers this past summer. Teachers are attending CPS training this fall and will begin to integrate it into their classrooms.

DTE is a Cabinet for Workforce Development agency. Learn more about the department and the cabinet on the Internet at www.workforce.ky.gov.

Transportation: Bluegrass Parkway renamed for Martha Layne Collins

The Bluegrass Parkway has been officially renamed the Martha Layne Collins Bluegrass Parkway in appreciation of the former governor's service to the Commonwealth of Kentucky. Friends and family recently joined Gov. Paul Patton, Gov. Louie Nunn and Kentucky Transportation Secretary James C. Codell, III in a dedication ceremony.

In 1983, Collins was the first woman to be elected governor of the Commonwealth of Kentucky. She is credited with establishing education reform and economic development as critical priorities during her tenure. Highlights of her career include, bringing Toyota Motor Manufacturing to Kentucky, passage of a \$300 million education reform package, and the creation of record numbers of jobs and investments throughout the state.

Virtual Education: Web site wins national award

A Kentucky Web site geared toward helping raise the educational attainment levels of adults who function at low levels of literacy won a national award from the National Association of State Chief Information Officers recently. Kentucky

Virtual Adult Education portal, at www.kyvae.org, captured first place in the "Innovative Use of Technology" category in the 2003 NASCIO Recognition Awards. Twelve states competed in that category.

The annual awards program recognizes technology initiatives which "best assist government officials in innovatively executing their duties and providing cost-effective service to citizens."

The KYVAE Web site is a partnership between Kentucky Adult Education and the Kentucky Virtual University, both units of the Council on Postsecondary Education.

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Calendar

Sept. 13, 2003 - Feb. 28, 2004

Joining the Ranks: African Americans in the Military, Kentucky History Center, Frankfort

Dec. 9

Inauguration Day

Holiday events across Kentucky

Dec. 5 and 6

Pioneer Christmas and Candlelight Tour, William Whitley House State Historic Site, near Stanford

The first brick home in Kentucky offers a glimpse into a pioneer Christmas celebration with candlelight tours. This year's tours are scheduled from 5 to 9 p.m. on Dec. 5 and 6. Admission is \$4 for adults, \$2 for children age 7 to 12. For more information, call the park at 1-606-355-2881. The park is situated about 10 miles south of Stanford off US 150.

Through Dec. 30

Christmas Island, General Burnside Island State Park, Somerset

Through Dec. 31

Southern Lights: Spectacular Sights on Holiday Nights, Kentucky Horse Park, Lexington

2004 Eagle Watching Weekends

Kentucky Dam Village State Resort, January 16-18

Dale Hollow Lake State Resort, January 16-17 and January 23-24

Lake Barkley State Resort, January 23-25

Kenlake State Resort, February 6-8

See American Bald Eagles in their winter habitat during Eagle Watching Weekends, scheduled at four Kentucky State Resorts in 2004. A minimal registration fee includes a guided viewing tour of the eagles, complimented by such features as special training sessions and speakers. For more information, visit www.kystateparks.com.

February

February 11-14

National Farm Machinery Show and Championship Tractor Pull, Fair and Exposition Center, Louisville

The largest indoor farm show in America, this annual event was designated a Southeast Tourism Society Top 20 Event for First Quarter 2004 (www.farmmachineryshow.org).

February 28-29

Kentucky Crafted: The Market, Kentucky Fair and Exposition Center, Louisville

In its 23rd year, Kentucky Crafted: The Market will showcase the state's rich craft culture among 300-plus exhibitors. (502-

564-3757 or www.kycraft.org).

Note: For more events across Kentucky, go to the Tourism Cabinet's Web site at www.kentuckytourism.com, or the Kentucky Tourism Council's Web site at www.tourky.com .

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